DOCUMENT RESUME

ED 052 338 VT 013 366

TITLE	Study of Minority Group Employment in the Federal Government, November 30, 1969.
INSTITUTION	Civil Service Commission, Washington, D.C.
REPORT NO	SM-70-69B
PUB DATE	70
NOTE	622p.
AVAILABLE FROM	Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 (CS1.48:SM 70-69B, $5.50)
EDRS PRICE	EDRS Price MF-$0.65 HC-$23.03
DESCRIPTORS	Agencies, Comparative Analysis, *Employment, *Federal Government, *Manpower Utilization, *Minority Groups, *Statistical Data, Tables (Data)

ABSTRACT

This report is intended primarily for use by those who manage the Federal civilian work force. It is hoped, however, that it will prove useful to those without managerial responsibility who are concerned with the nature of and changes in the composition and structure of the Federal work force. The statistical data and analyses presented herein are directed at such questions as: (1) What is the size and geographic distribution of the Federal civilian work force? (2) What is the extent of minority group representation? (3) How is this work force paid? (4) How does the pay of its minority group employees compare with that of its non-minority group employees? (5) Is there upward mobility among its minority groups employees? To answer these questions, data are included for the first time for each minority group by department and selected agency, and the number of Standard Metropolitan Statistical Areas has been expanded from 41 in the 1967 study to 75 in the present one. Detailed tables showing minority employment data by grade are also included for the first time. (Author/JS)

ED052338

SM 70-69B

STUDY OF MINORITY GROUP EMPLOYMENT IN THE FEDERAL GOVERNMENT

NOVEMBER 30, 1969

Prepared by

U.S. CIVIL SERVICE COMMISSION

VT013365

ED052338

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
OFFICE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION POSITION OR POLICY.

SM 70-69B

STUDY OF MINORITY GROUP EMPLOYMENT IN THE FEDERAL GOVERNMENT

NOVEMBER 30, 1969

Prepared by

U.S. CIVIL SERVICE COMMISSION

VT 013 366

For sale by the Superintendent of Documents, U.S. Government Printing Office
Washington, D.C. 20402 - Price $5.50

CONTENTS

	Page
Foreword	*i*
Acknowledgments	*iii*
Introduction	*v*
Highlights	*1*
Significant Program Changes Since 1967	*3*
Summary and Analysis of 1969 Survey Findings	*6*
Appendix 1	*25*
Appendix 2	*181*
Appendix 3	*409*
Appendix 4	*515*
Appendix 5	*637*

FOREWORD

The Federal Government with some 2.6 million full-time employees is the Nation's largest employer. About one-fifth, 501,000, of these workers belong to one of the following minority groups: Negro, Spanish surnamed, American Indian, Oriental, Aleut or Eskimo. Of these 501,000 minority group employees more than two-thirds (344,800) are in professional, scientific or administrative and support type jobs -- commonly referred to as white-collar occupations. Approximately half of these white-collar employees are paid General Schedule (or similar) rates and half Postal Field Service rates.

During the past decade there has been a growing and accelerating emphasis on social as well as technological progress. To a limited extent, the impact of the dynamics of social change is reflected in this publication. While the gains cited herein give reason for encouragement, there is still much to be done. As Chairman Robert E. Hampton said in an earlier Press Release, "We must now see that these advances continue as the new EEO program administered by the Civil Service Commission achieves full momentum in all Federal installations."

It is expected that the information in this report, which supersedes the Preliminary Report of Minority Group Employment in the Federal Government, 1969 (SM 70-69A), will be of assistance to agencies in the development, implementation, and monitoring of their EEO programs.

Reports for earlier years are available for reference in the Civil Service Commission central office, as well as in Government depository libraries, and other libraries throughout the Nation.

This report was prepared in the U. S. Civil Service Commission's Bureau of Manpower Information Systems, Charles J. Sparks, Director, by the Manpower Statistics Division, John O. Coleman, Chief.

ACKNOWLEDGMENTS

The Project Manager for this report was Ronnie H. Byers, Manpower Analyst. Contributors to its preparation and review were: George F. Mills, Irene E. Ferrell, and the Statistical Processing Section.

INTRODUCTION

In August 1969, President Nixon issued an Executive order prescribing new directions for the Government's Equal Employment Opportunity program. The main thrust of that Executive order is to facilitate achievement of the "full realization of equal employment opportunity in each executive department and agency through a continuing affirmative program." In a memorandum to agency heads directing them to "cooperate fully in this urgent undertaking and move forward energetically toward the new program goals" recommended by Civil Service Commission Chairman Robert E. Hampton, the President declared "discrimination of any kind based on factors not relevant to job performance must be eradicated completely from Federal employment."

In outlining the steps to be taken to assure equal employment opportunity, the President stated:

(1) We must, through positive action, make it possible for our citizens to compete on a truly equal and fair basis for employment and to qualify for advancement within the Federal Service.
(2) Assuring equal employment opportunity in a Federal department or agency is the responsibility of the organization's head and must have a continuing high priority.
(3) Equal employment opportunity must become an integral part of the day-to-day management of Federal agencies, and interwoven with every action having an effect on employees.
(4) While we must continue to search out qualified personnel from all segments of our population, we must also assure the best possible utilization of the skills and potential of the present work force. Those who have the potential to serve at the supervisory level and above should be identified and given the opportunity to develop to their fullest capability.
(5) Special efforts must be made to assure that opportunities in the Federal Government at the professional levels are made known to men and women of all races, religions and ethnic backgrounds so that more positions of leadership can be assumed by persons from all segments of our population.
(6) Every possible step must be taken by agency heads to make sure that each manager and supervisor in the Government understands and implements the objective of equal employment opportunity for all Americans.
(7) The Government, as a responsible employer, must do its part along with other employers to provide special employment and training programs to those who are economically or educationally disadvantaged. We must hold out a helping hand and imaginatively use the facilities of the Government to prepare such persons for useful and productive employment.

To implement the program outlined in the new Executive order, Chairman Hampton designated CSC Executive Director Nicholas J. Oganovic as Coordinator for the Government-wide EEO program. To assist Mr. Oganovic, James Frazier, Jr.

has been named Director, Office of Federal Equal Employment Opportunity.

Because Executive Order 11478 was issued in August 1969, less than four months prior to the as-of-date of this minority group employment census, its impact on the 1969 data is necessarily limited. It is included here because it lays the base line against which future studies of this type will be measured.

Like its predecessors, the first of which appeared in 1961, this report is intended primarily for use by those who manage the Federal civilian work force. It is hoped, however, that it will prove useful to those without managerial responsibility but who are concerned with the nature of and changes in the composition and structure of the Federal work force. The statistical data and analyses presented herein are directed at such questions as: What is the size and geographic distribution of the Federal civilian work force? What is the extent of minority group representation? How is this work force paid? How does the pay of its minority group employees compare with that of its non-minority group employees? Is there evidence of upward mobility among its minority group employees?

Included in this census are Negroes, persons with Spanish surnames, American Indians, Orientals, Aleuts, and Eskimos. (The inclusion of the statistics on Aleuts and Eskimos in the state of Alaska is an innovation of the 1967 study.) All pay systems are represented as are all states, foreign countries and territories, except the State of Hawaii and the Commonwealth of Puerto Rico. Foreign nationals overseas are excluded, as are all employees not in a full-time status as of November 30, 1969.

In surveys conducted prior to 1966, information was gathered in all areas for Negroes, but only in certain states and standard metropolitan statistical areas for other minority groups. The designation "Spanish-Surnamed" as used in this report refers to persons who are of Mexican, Puerto Rican, Latin American, or other Spanish-speaking origins (including persons of Spanish-speaking background whose surnames are no longer Spanish due to marriage or other reasons). This differs somewhat from the designations used in some of the previous surveys. The designation "Spanish American", used in the 1967 survey is roughly equivalent to that used in the 1969 survey. It included persons of Mexican American and Puerto Rican, as well as those of other Latin American or Spanish origin or ancestry.

Minority group designations are based on the visual observations of the supervisors, and their knowledge of what each individual employee considers himself to be or is regarded to be in the work environment or the community. While the limitations of this procedure are recognized, it is considered to be among the best of those adjudged to be both operationally and economically feasible.

Finally, this is the first report in which any effort has been made to analyze Federal employment data for minority groups and interpret its meaning on a national basis.

It is hoped that the data contained herein will provide answers to at least some of the questions raised above and such others as may arise more or less naturally in connection with a census of this type. Toward that end data are included for the first time for each minority group by department and selected agency, and the number of Standard Metropolitan Statistical Areas (SMSA's) has been expanded from 41 in the 1967 study to 75 in the present one. Detailed tables showing minority employment data by grade (or other pay level) are also included for the first time since we began publication of minority data.

1969 HIGHLIGHTS

° Negroes, Spanish-surnamed Americans, American Indians, and Oriental Americans are moving upward in Federal jobs. They now hold more of the better paying jobs than they have held in any previous period covered by a minority survey. For example, at grades GS-9 through 11, the number of Negroes increased by 29 percent (3,687); the number of Spanish-surnamed Americans by 25 percent (917); the number of American Indians by 28 percent (318); and the number of Oriental Americans by 19 percent (501). Corresponding increases at grades 12 through 15 were: 41 percent (1,859) for Negroes; 45 percent (649) for Spanish-surnamed Americans; 28 percent (135) for American Indians; and 31 percent (546) for Oriental Americans.

° Although total Federal civilian employment declined by some 20,000 positions between the November 1967 and November 1969 surveys, there was a slight increase (about 4,000) in the number of minority employees in Federal jobs. This is primarily a reflection of the 4,600 Spanish-surnamed Americans added to the work force since November 1967.

° As of November 30, 1969, minority group employees held 501,397, or 19.3 percent of the 2.6 million full-time Federal jobs. Of the 19.3 percent, 15.0 percent are Negroes, 2.8 percent are Spanish-surnamed, 0.6 American Indians, 0.8 Oriental Americans, and 0.03 Aleuts and Eskimos in Alaska.

° Within the General Schedule and similar pay systems, all Civil Service regions reported upward movement of minority employees.

° In grades 5 through 15 of the General Schedule and similar pay systems, the numbers of minority employees increased at a rate three to five times the rate for non-minorities, due in part to the extension of recruiting efforts to additional sources of minority candidates and in part to the promotion of minority employees already on the rolls.

° In nearly a third (5) of the 16 largest agencies which account for 97 percent of the total work force, 20 percent or more of all minority group employees paid at General Schedule rates are above the GS-9 level. In 2 of these 5 agencies (National Aeronautics and Space Administration and Transportation) the proportion is well over 25 percent.

° Eighty-two percent of all minority employees in the Federal civilian work force work in 75 Standard Metropolitan Statistical Areas (SMSA's).

° In those 75 SMSA's, 64 percent of those minority group employees paid at General Schedule and similar rates are at or below GS-5; 58 percent of those paid Wage System rates earn less than $7,000; 91 percent of those paid Postal Field Service rates are at or below PFS-5; and 65 percent of those paid "all other" rates earn less than $8,000. The corresponding proportions for non-minority group employees are: 30 percent for those paid at General Schedule and similar rates; 24 percent for those paid Wage System rates; 82 percent for those paid Postal Field Service rates; and 30 percent for those paid "all other" rates.

° Thirty-six percent of all minority group Federal employees are paid General Schedule or similar rates. Of the remaining 64 percent, 32 percent are paid Postal Field Service rates and 31 percent Wage System rates. The remaining one percent are paid a variety of rates, all different from the three previously cited ones.

SIGNIFICANT PROGRAM CHANGES SINCE 1967

Since the 1967 survey, two events that have had or will have a significant impact on the Federal civilian work force have taken place. They are: the Revenue and Expenditure Control Act of 1968 and President Nixon's Executive order on equal employment opportunity. The major intent of each of these events and their gross impact on these data are summarized below.

Effect of Revenue and Expenditure Control Act (Public Law 90-364)

In June of 1968, Congress imposed controls on employment. The nature and scope of those controls are set forth in the Revenue and Expenditure Control Act of 1968. This Act provided for a reduction in full-time employment in permanent positions by restriction of accessions in each agency to a portion of its separations. Certain types of accessions, however, were exempt. For example, disadvantaged youths and certain intermittent employees were excluded from these controls.

Although certain agencies were subsequently excluded from the controls, the objective of the Act was accomplished. That is, total employment was reduced. Following the repeal of the Act, the Bureau of the Budget applied administrative controls which had the effect of continuing the ceilings. Thus, the 1969 data reflect both the reduction in employment since June 1968 and the revision of priorities by the new administration.

Executive Order 11478, Equal Employment Opportunity in the Federal Government

Presidential Executive Order 11478 (August 8, 1969) further strengthened the Federal Government's continuing program to provide equal opportunity in employment for all persons, regardless of race, color, religion, sex, or national origin. Some of the action areas delineated for departments and agencies were: the provision of adequate resources to positively administer the equal employment opportunity program; the recruitment of job candidates from all sources; maximum utilization and improvement of employee skills to enhance their upward mobility; training and advice to supervisors to assure understanding of the policy of the Executive order; and department and agency implementation of a system for periodically evaluating the effectiveness with which the policy of the order is being carried out.

Further, the order instructed the Civil Service Commission to provide leadership and guidance in the conduct of equal opportunity programs, including the periodic review and evaluation of agency program operations; the impartial consideration of all complaints of discrimination based on race, color, religion, sex, or national origin; and the issuance of necessary and appropriate regulations and instructions.

Action Taken Since Executive Order 11478 Was Issued

Since Executive Order 11478 was issued in August 1969, there has been a consolidation and strengthening of the Civil Service Commission's organization

for equal opportunity by the establishment of an Office of Federal Equal Employment Opportunity. Some of the actions taken to assure EEO are:

° Full-time EEO representatives have been designated in each Civil Service Commission Regional Office to work directly with agencies on EEO problems.

° Federal agencies have been directed to develop affirmative action plans in sufficiently specific detail to carry out the new directions in equal employment opportunity.

° Agencies have submitted EEO action plans; we have reviewed them; and these plans are now being used to measure agency performance.

° We have instructed agencies to develop and implement incentive programs to stimulate and encourage exceptional performance among supervisors, managers and others in achieving EEO.

° We have directed agencies to include in the ratings of supervisors an evaluation of their performance in the area of equal employment opportunity so that a measure can be made of their commitment to action in this area.

° New training programs on equal employment opportunity aimed at supervisors have been inaugurated. Two training films on EEO are now being produced.

° For the first time, agencies have been authorized to maintain statistics on minority employment in ADP systems.

° To assure closer monitoring of progress, the biennial reporting requirement has been changed so that agencies now report at six month intervals.

° Minority employment data are now published by each grade or salary level in each pay system as well as by grade groupings.

° To facilitate upward mobility of lower level employees, a major thrust of the new EEO directions, Federal agencies have been provided comprehensive guidance on training and other techniques designed to assist employees to quality for higher level jobs.

° A new cooperative work study program has been established for the purpose of involving students, from predominantly minority schools, in Federal programs, with an opportunity for permanent employment upon graduation.

° New self-evaluation guidelines are being issued to agencies so that they may evaluate their own EEO progress. Meanwhile, the total evaluation effort is being buttressed by stepped up inspection activity by the Civil Service Commission.

° New procedures for handling discrimination complaints have been issued. Because of the strong emphasis on informal resolution and employee counseling, there has been an increase in corrective actions taken and a significant decrease in formal complaints.

- Special programs have been undertaken to facilitate the employment of returning Vietnam veterans who have minimum education and training.

- Additionally, we have inaugurated a Public Service Careers program to help educationally disadvantaged persons to receive the training needed to qualify for Federal employment.

397-650 O - 70 - 2

SUMMARY AND ANALYSIS OF 1969 SURVEY FINDINGS

General

Negroes, Spanish-surnamed Americans, American Indians, and Oriental Americans as a group comprise 19.2 percent of the full-time Federal civilian work force and are spread throughout the United States (Hawaii was not surveyed). Nevertheless, 82 percent of the entire minority group component of the Federal civilian work force is located in 75 Standard Metropolitan Statistical Areas (SMSA's), where they comprise 25 percent of the work force. Because nearly 93 percent of all minority employees in the Federal civilian work force are either Negro or Spanish surnamed, separate data and analyses are included in the narrative portion of this report for each of these two groups.

Slightly more than 36 percent of all minority group employees are under the General Schedule or a similar pay system. About a third are blue-collar workers who are paid under various Wage Systems, and all but 0.8 percent of the remainder are under the Postal Field Service pay system. (See text table below.) For a comparison of the distribution of the total work force and its minority component by pay system, see Chart 1.

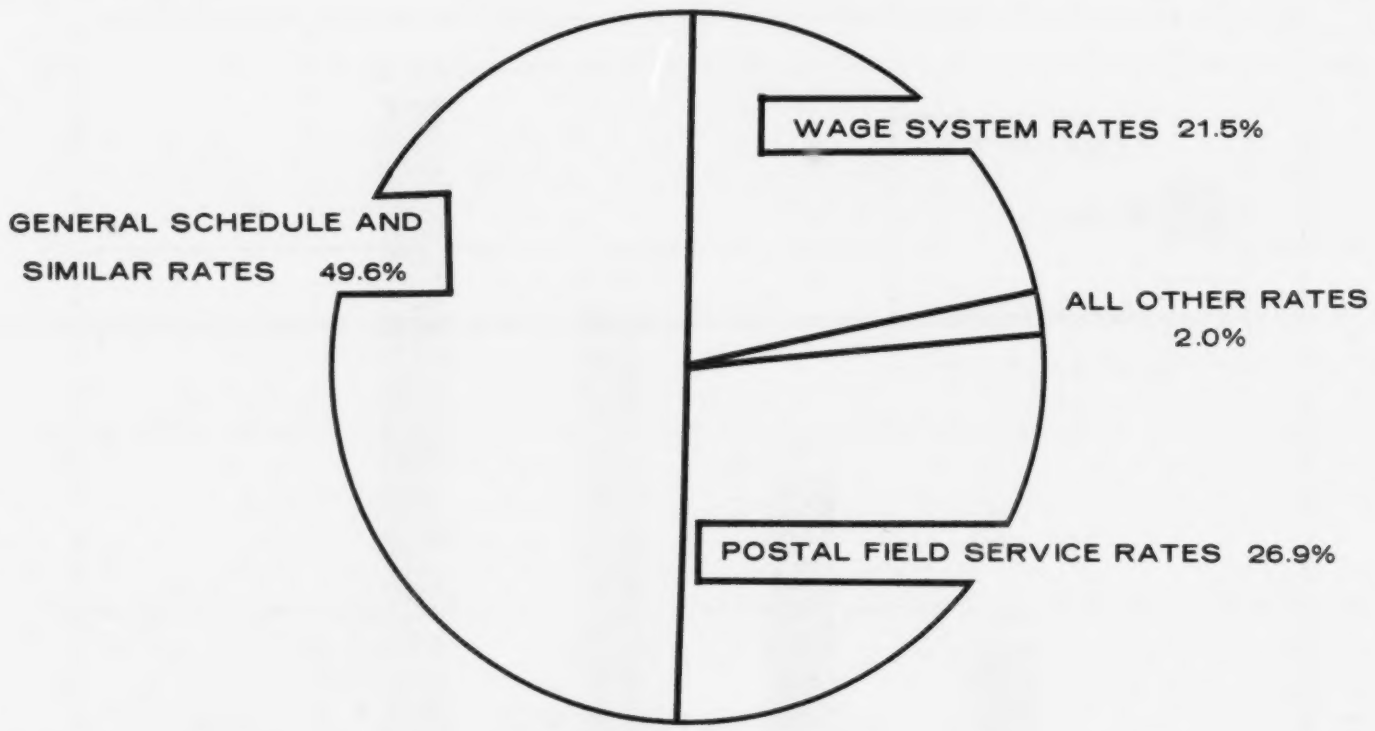
While there is evidence of significant upward movement (see Charts 2, 3, and 4), the majority of all minority group employees are concentrated in the lower income brackets of each pay system. For example, over 63 percent of all minority group employees under the General Schedule or a similar pay system are at the GS-5 level or below, as contrasted with about 32 percent for non-minority group employees. (See Chart 5 on page 11.) Similarly, over 57 percent of all minority group employees paid under Wage Systems earned less than $7,000 as of November 30, 1969, as compared to 27 percent for non-minority group employees.

DISTRIBUTION OF ALL MINORITY GROUPS COMBINED, BY PAY CATEGORY, AS OF NOVEMBER 30, 1967 AND 1969

Pay System	1967		1969		Percent Change in Number of Employees
	Number	Percent	Number	Percent	
All Pay Systems	496,672	100.0	500,508	100.0	0.8
General Schedule and Similar	173,951	35.0	181,725	36.3	4.5
Wage Systems	166,506	33.5	155,744	31.1	-6.5
Postal Field Service	151,602	30.5	158,945	31.8	4.8
All Other	4,613	0.9	4,094	0.8	-11.3

CHART 1-- DISTRIBUTION OF THE TOTAL FEDERAL WORKFORCE AND ITS MINORITY GROUP COMPONENT, BY PAY SYSTEM, AS OF NOVEMBER 30, 1969

TOTAL FEDERAL EMPLOYEES PAID AT:



MINORITY GROUP FEDERAL EMPLOYEES PAID AT:

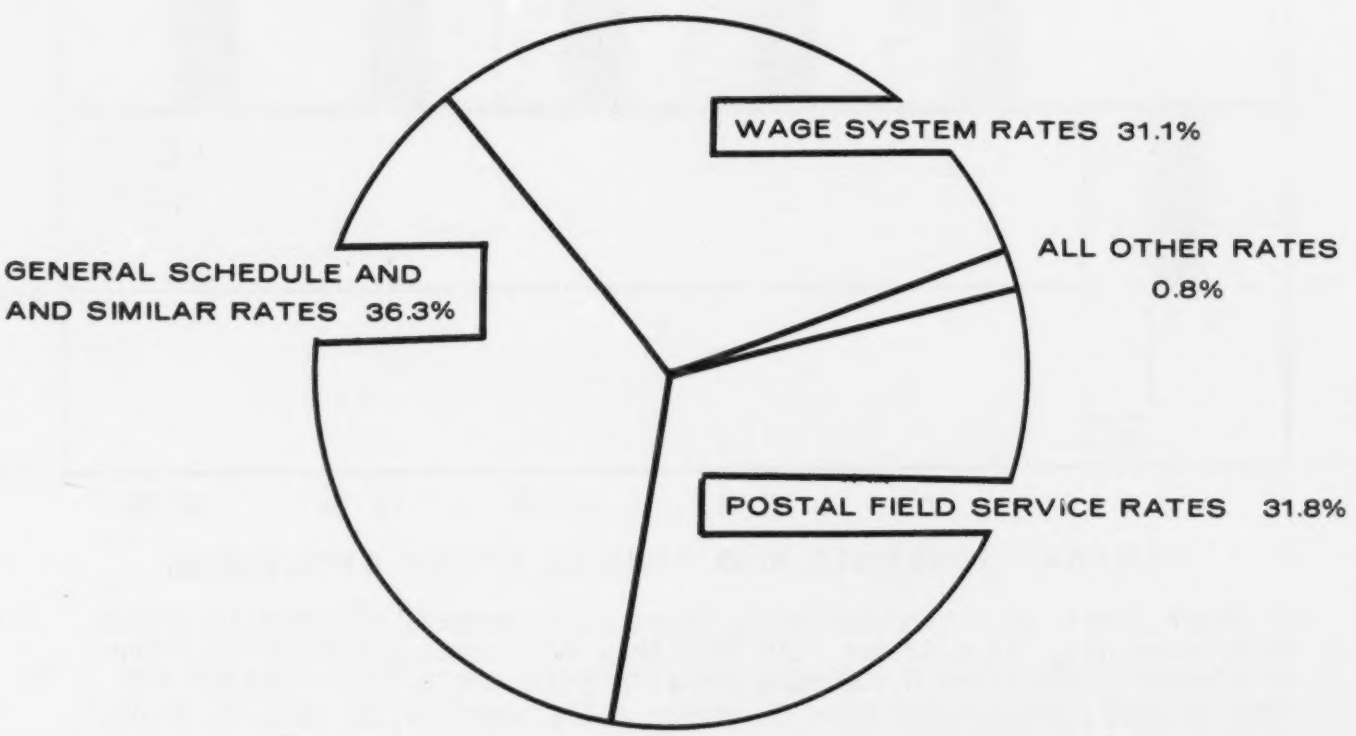
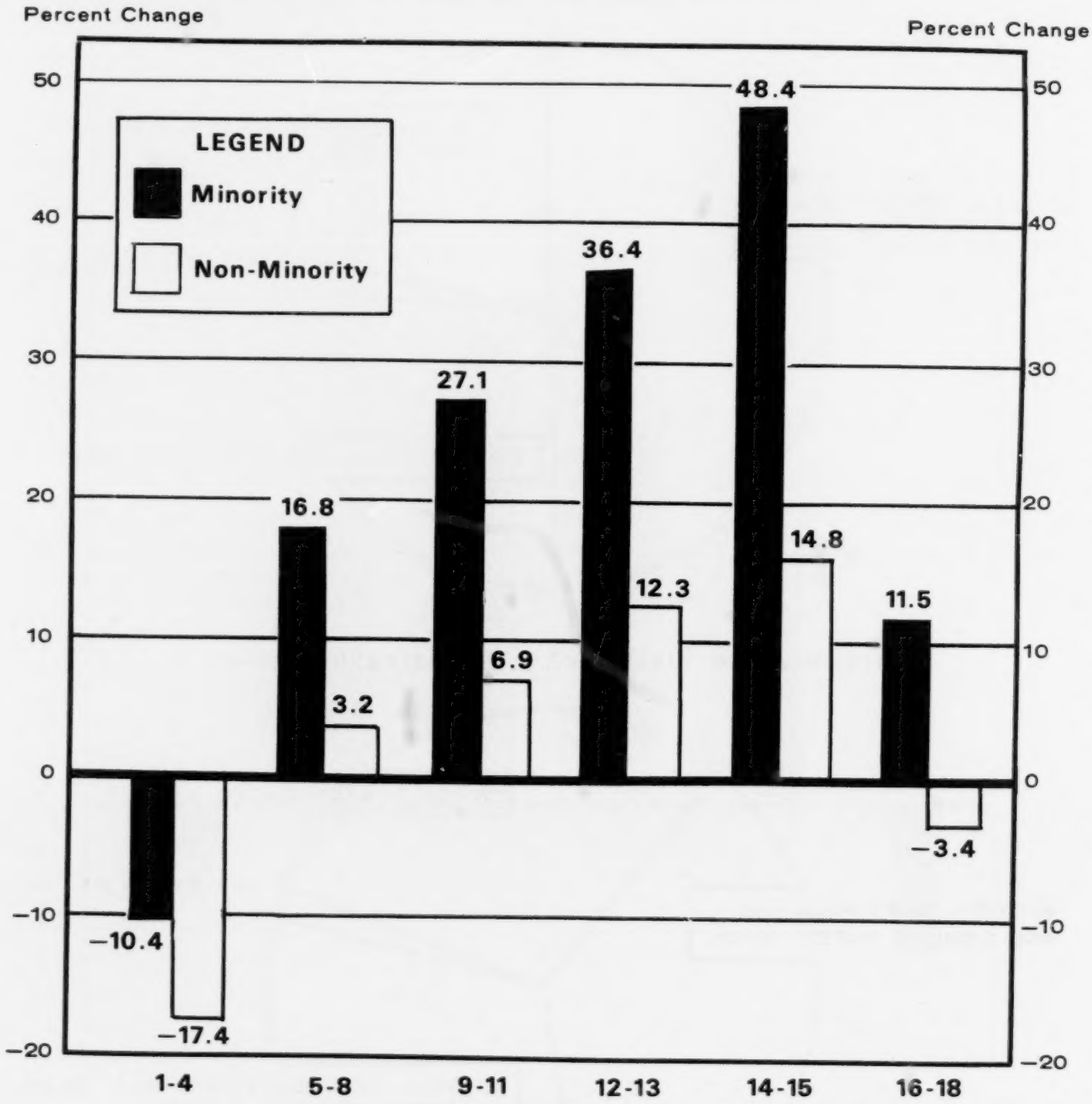


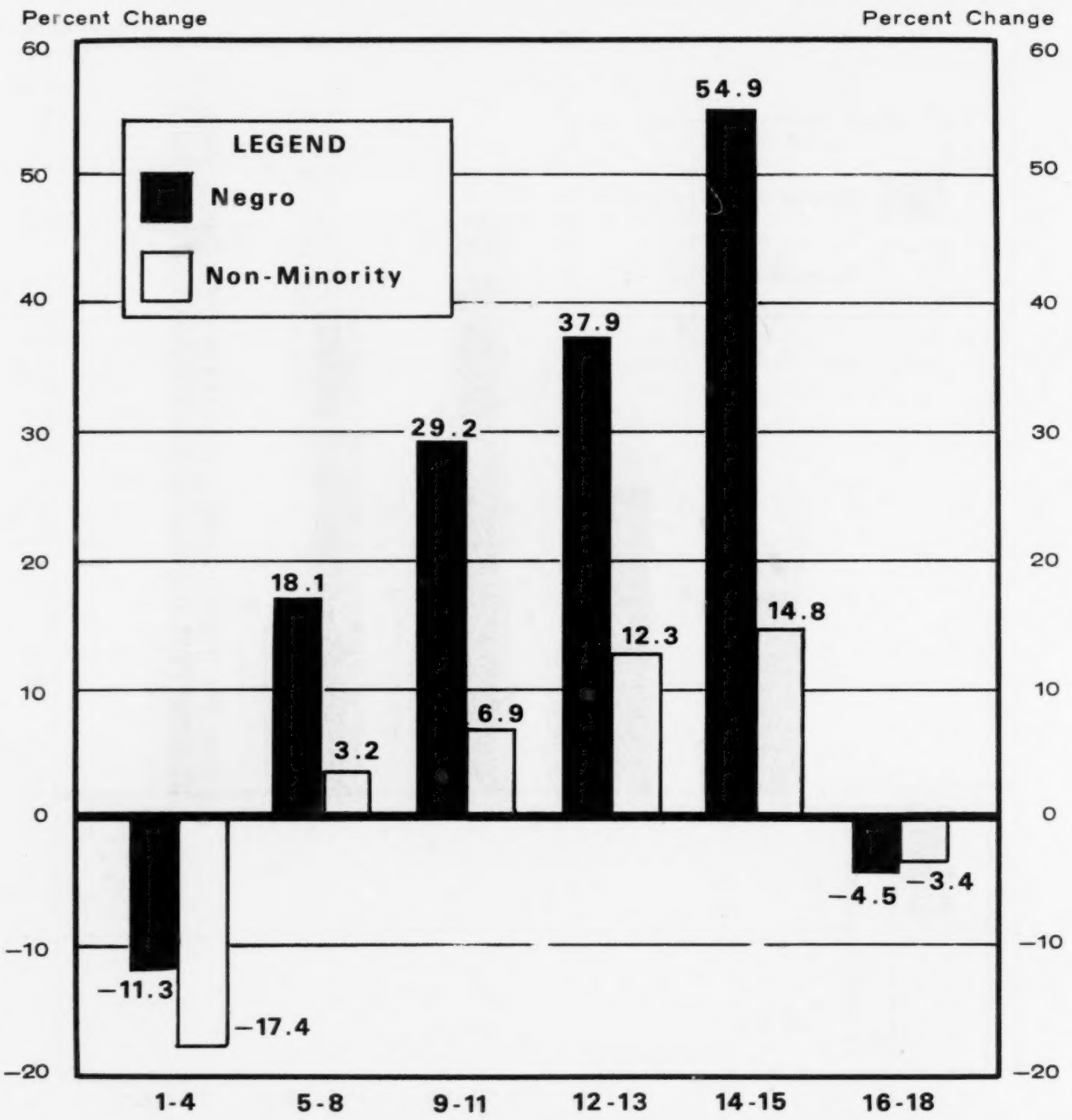
CHART 2-- PERCENTAGE INCREASE OR DECREASE IN THE NUMBER OF MINORITY AND NON-MINORITY EMPLOYEES BETWEEN NOVEMBER 1967 AND NOVEMBER 1969 BY GRADE GROUPING



GENERAL SCHEDULE AND SIMILAR GRADE GROUPINGS

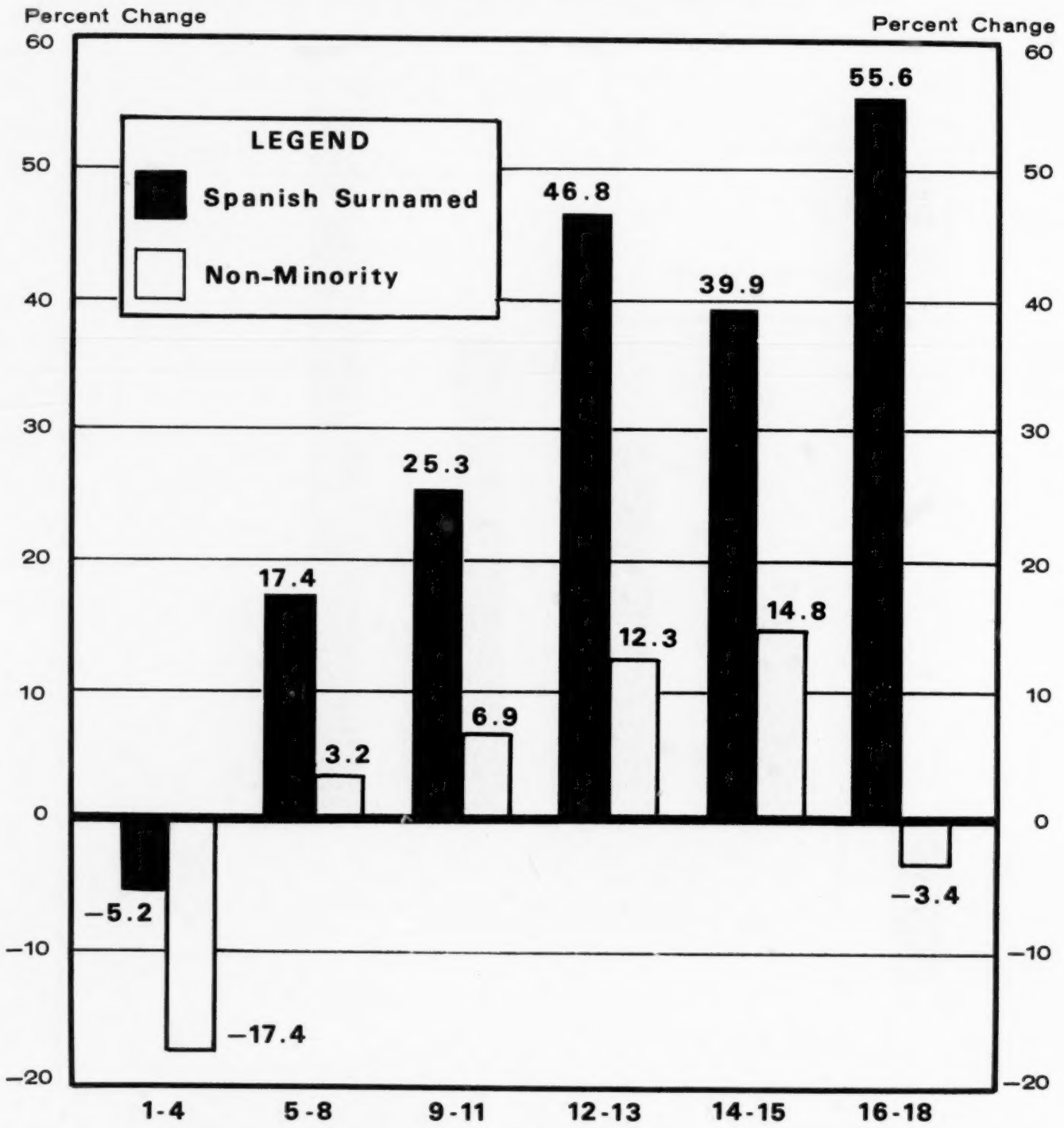
At grade levels GS-5 through GS-15, gains among members of minority groups have taken place at a faster rate than they have among non-minority groups. As a result, there are 8,800 more minority group employees in grades 5-8 than in 1967, about 5,400 more in grades 9-11, nearly 2,500 more in grades 12-13, and 721 more in grades 14-15.

CHART 3 -- PERCENTAGE INCREASE OR DECREASE IN THE NUMBER OF NEGRO AND NON-MINORITY EMPLOYEES BETWEEN NOVEMBER 1967 AND NOVEMBER 1969 BY GRADE GROUPING



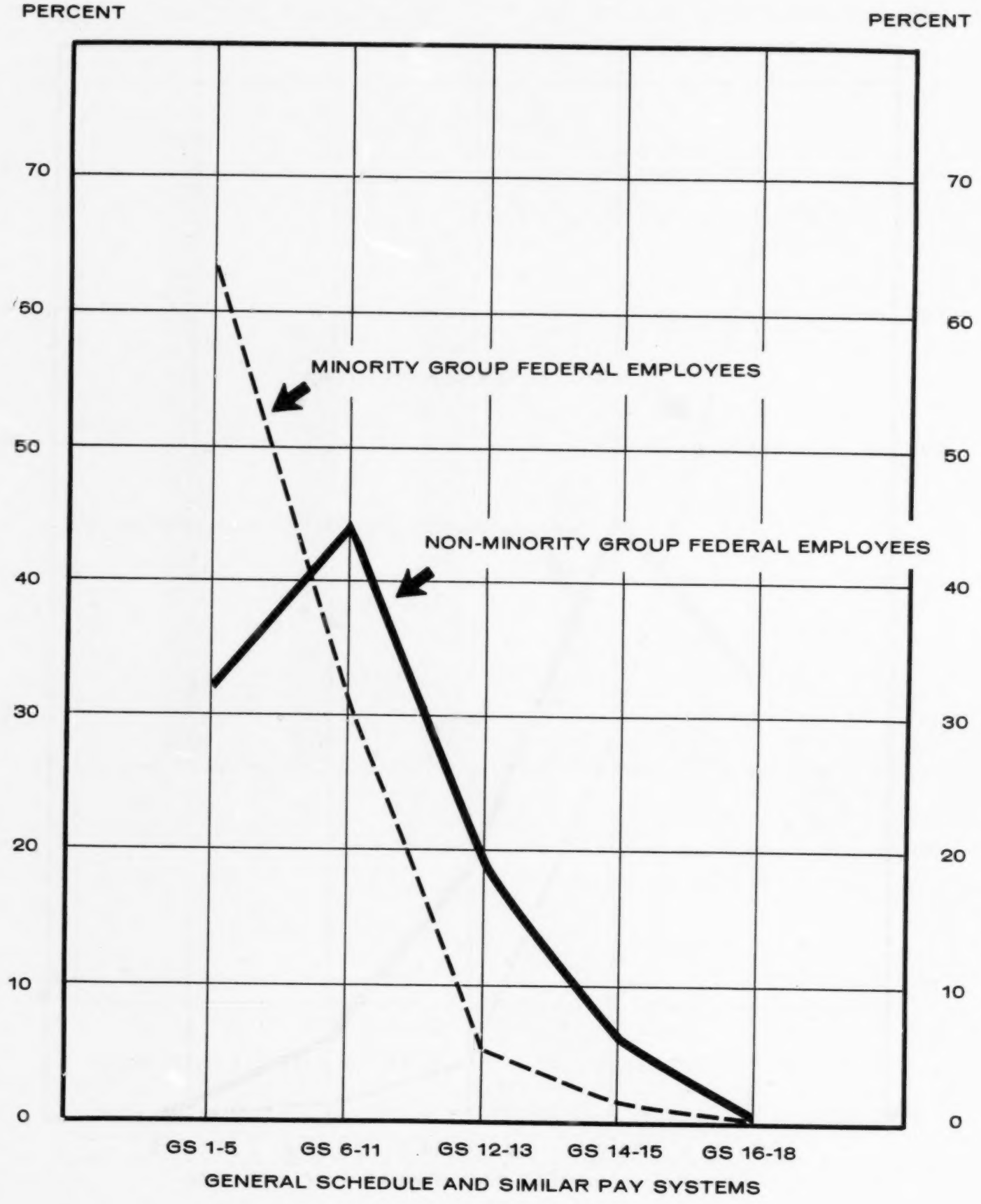
At grade levels GS-5 through GS-15, gains for Negro employees have taken place at a faster rate than they have among non-minority groups. As a result, there are 7,300 more Negro employees in grades 5-8 than in 1967, about 3,700 more in grades 9-11, nearly 1,500 more in grades 12-13, and 382 more in grades 14-15.

CHART 4 -- PERCENTAGE INCREASE OR DECREASE IN THE NUMBER OF SPANISH SURNAMED AND NON-MINORITY EMPLOYEES BETWEEN NOVEMBER 1967 AND NOVEMBER 1969 BY GRADE GROUPING



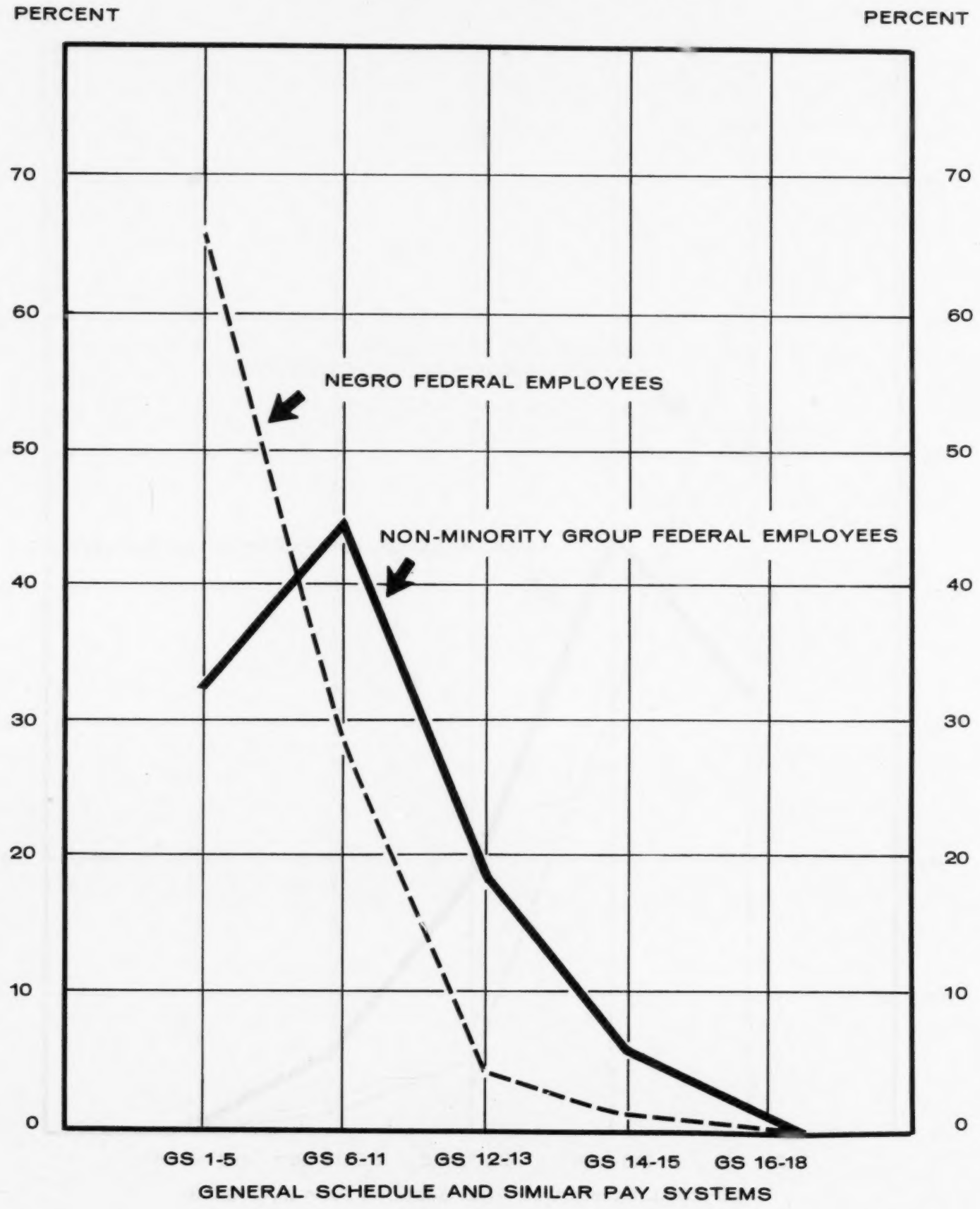
At grade levels GS-5 through GS-15, gains among Spanish surnamed employees have taken place at a faster rate than they have among non-minority groups. As a result, there are 1,250 more Spanish surnamed employees in grades 5-8 than in 1967, about 1,000 more in grades 9-11, 500 more in grades 12-13, and 133 more in grades 14-15.

CHART 5 -- DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEES BY MINORITY GROUP STATUS AND SELECTED GRADE GROUPINGS, AS OF NOVEMBER 30, 1969



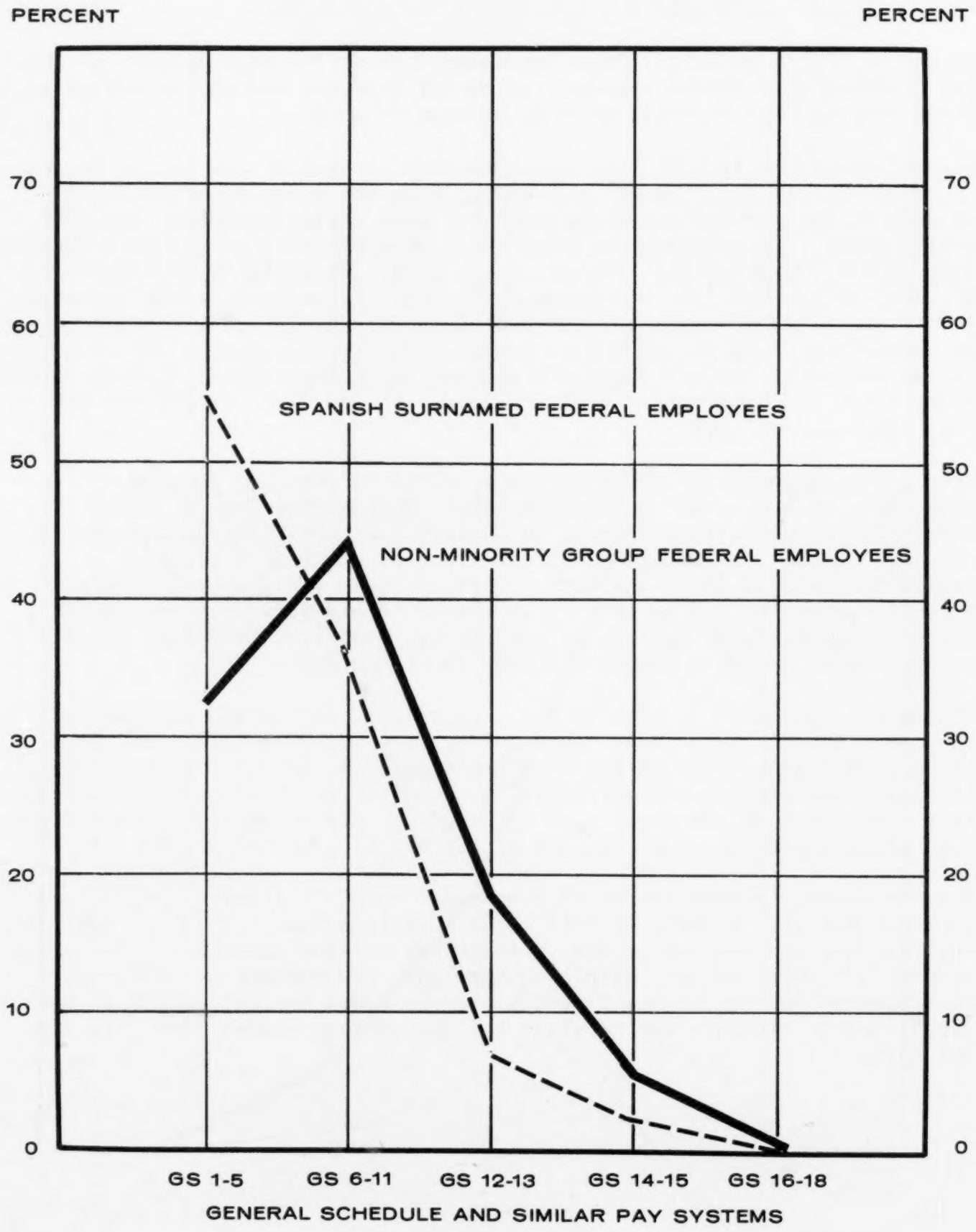
11

CHART 6 -- DISTRIBUTION OF NEGRO EMPLOYEES BY SELECTED GRADE GROUPINGS, AS OF NOVEMBER 30, 1969



12

CHART 7 -- DISTRIBUTION OF SPANISH SURNAMED EMPLOYEES BY SELECTED GRADE GROUPINGS, AS OF NOVEMBER 30, 1969



13

Federal Employment in the United States

In November 1969, 98 percent, or some 2,550,000 of the 2.6 million full-time Federal civilian employees were located in the United States. Approximately 12,650 of these were in Alaska. Of the 501,000 minority employees, almost 99% were in the United States.

In the United States minority group employees account for 19.4 percent of the Federal civilian work force; however, in the 75 Standard Metropolitan Statistical Areas surveyed the corresponding percentage is 24.2.

The proportion of the Federal work force located in each of the states ranges from 0.1% in Vermont to 11.8% in California, with the majority of states (33) having 2.0% or less of the total employment. Some areas, however, have substantially more. For example, California (11.8%); District of Columbia (7.0%); New York (6.6%); Texas (5.6%); Pennsylvania (5.4%); Virginia (5.2%); Maryland (4.5%); and Illinois (4.2%). Although half of all United States employment is located in these seven states and the District of Columbia, they contain an even larger proportion of certain minority groups. Eighty-two percent of all Orientals in the Federal civilian work force are located in these 8 areas. The corresponding proportions for Spanish surnamed, Negroes, and American Indians are 73%, 66%, and 14%, respectively.

Minority group employees in white-collar occupations numbered 340,500 in November 1969, up by 14,500 (4.4%) from 1967. During this 2-year interval the proportion of minority employees in white-collar jobs increased from 64.4 to 68.8 percent. Although gains were largest under General Schedule and similar systems (7,710), the 4.5 percent increase under these pay plans was slightly below the 4.8 percent in the Postal Field Service. The latter increase represents 7,342 additional employees. Minority employment in the "other pay plans" category numbered 2,929, about 600 below 1967.

Minority group employees in blue-collar occupations, reflecting the general decline among these occupations, decreased by some 10,500 between 1967 and 1969. Geographically, most of the 10,500 decrease in blue-collar jobs held by minority group employees occurred in California, the District of Columbia, Virginia, Pennsylvania, Maryland, and Washington. Approximately one-third of minority group employees in the United States are blue-collar workers.

Despite the effect in most states of a downward trend in trades, crafts, and laboring occupations, sizable overall gains were reported in Virginia (10,731), Florida (2,754), and Indiana (1,685). Increases between 1,000 and 1,400 occurred in Arkansas, Mississippi, Michigan, Maryland, and Wisconsin. Minority groups accounted for 14% of the 21,000 employees added in these states. Most were appointed in Virginia and Maryland to jobs paid at General Schedule and similar rates.

Civil Service Regions

Geographically, the functions of the Civil Service Commission are administered by the central office through 10 regional offices. Ordinarily, the Washington, D. C., SMSA is included as part of the Philadelphia Region. For purposes of this report, however, the Philadelphia Region totals exclude the Washington, D. C., SMSA, which is used interchangeably with the central office area.

Approximately half of all Federal civilian employees in the United States are located in 4 Civil Service regions; namely, the Chicago, Atlanta, San Francisco, and Philadelphia Regions. Nearly a fourth of all Federal employees in the United States and about 30 percent of those belonging to a minority group are located either in the central office area or the Philadelphia Region. Similar concentrations of minority employees are apparent in the Chicago, San Francisco, and Dallas Regions (see text table below).

DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT BY MINORITY GROUP STATUS AND CIVIL SERVICE REGION a/, NOVEMBER 30, 1969 (IN THOUSANDS)

Civil Service Region	Total Employment	Minority Group Employment				
		Total	Negro	Spanish Surnamed	American Indian	Oriental
All Regions b/	2,261.7	414.7	310.9	71.3	16.0	16.4
Atlanta	318.5	44.2	41.9	1.6	0.5	0.2
Boston	120.1	4.9	4.4	0.2	0.1	0.2
Chicago	353.1	75.9	73.5	1.3	0.3	0.7
Dallas	239.5	54.7	23.4	27.8	3.1	0.3
Denver	132.5	26.4	4.0	15.1	6.7	0.7
New York	235.4	50.4	43.0	6.7	0.1	0.6
Philadelphia	293.8	59.8	58.8	0.5	0.1	0.4
St. Louis	156.1	17.2	14.8	0.8	1.4	0.3
San Francisco	308.7	74.3	44.1	16.8	1.6	11.8
Seattle	103.9	6.9	3.1	0.5	2.1	1.3
Central Office (Wash., D. C., SMSA)	288.5	80.2	77.0	1.3	0.4	1.4

a/ Civil Service regions are defined in Appendix Table 5-1.
b/ Detail may not add to total, due to rounding. Excludes central office area, which is shown separately.

The proportion of all minorities in each region at GS-5-8, 9-11, 12-13, and 14-15 was larger in 1969 than in 1967. (See text table below.) For the central office and the Civil Service regions, 1969 minority employment under the General Schedule and similar systems was 178,710, an increase of 7,713 from November 1967. The increase centered in the Washington metropolitan area, up 4,546. Although most of this increase was within grades 5-8, sizable increases also occurred at grades 9-11 (1,443) and 12-13 (735). The Philadelphia Region shows 1,400 more minority employees paid at General Schedule and similar rates, and Dallas and Atlanta, each about 1,100 more. Regional decreases in minority employment under this pay system were relatively small -- about 500 each in Chicago and New York, and about 300 in St. Louis.

Negroes make up slightly more than one-fourth (26.7%) of the central office area's work force. In the 10 regions, the largest corresponding proportions were reported for: Chicago (20.8%), Philadelphia (20.0%), and New York (18.3%). Spanish-surnamed Americans make up 11.6% of the Dallas Region's work force and 11.4% of that for the Denver Region. Similarly, American Indians make up 5.0% of the Denver Region's work force and Oriental Americans 3.8% of the San Francisco Region's work force.

1967-1969 INCREASES IN THE NUMBER OF MINORITY GROUP EMPLOYEES PAID AT GENERAL SCHEDULE AND SIMILAR RATES, BY CIVIL SERVICE REGION AND SELECTED GRADE GROUPINGS

Civil Service Region	1967-1969 Increases in Minority Group Employment at GS Grades: 5-8		9-11		12-13		14-15	
	Number	Percent Increase	Number	Percent Increase	Number	Percent Increase	Number	Percent Increase
All Regions a/	5,428	15.7	3,757	24.8	1,627	36.7	365	41.8
Atlanta	280	15.4	428	52.9	102	51.8	31	29.2
Boston	87	24.0	15	7.1	38	39.2	28	90.3
Chicago	1,205	18.2	517	19.7	256	27.4	60	39.2
Dallas	453	10.1	597	26.5	225	51.3	50	61.0
Denver	479	14.9	307	20.4	144	37.0	10	16.7
New York	690	20.6	194	13.9	171	32.7	46	38.7
Philadelphia	1,199	21.3	648	30.4	230	41.1	43	39.1
St. Louis	79	3.7	283	30.4	78	39.4	14	23.3
San Francisco	883	14.2	692	24.0	341	36.2	68	51.5
Seattle	73	8.7	76	17.8	42	26.9	15	71.4
Central Office (Wash., D. C., SMSA)	3,546	21.1	1,443	36.6	735	37.2	359	60.6

a/ Excludes central office area, which is shown separately. Civil Service regions are defined in Appendix Table 5-1.

1967-1969 CHANGES IN THE NUMBER OF NEGRO EMPLOYEES PAID AT GENERAL SCHEDULE AND SIMILAR RATES, BY CIVIL SERVICE REGION AND SELECTED GRADE GROUPINGS

Civil Service Region	1967-1969 Changes in Minority Group Employment at GS Grades:							
	5-8		9-11		12-13		14-15	
	Number	Percent Change	Number	Percent Change	Number	Percent Change	Number	Percent Change
All Regions a/	4,070	17.0	2,215	24.3	906	38.2	142	48.0
Atlanta	250	15.9	339	52.1	83	91.2	8	23.5
Boston	75	22.7	19	11.2	19	30.2	14	175.0
Chicago	1,135	17.7	431	17.9	223	28.6	30	37.5
Dallas	150	11.8	178	33.0	55	67.1	4	33.3
Denver	9	1.6	59	17.2	12	15.6	2	33.3
New York	568	19.0	112	9.6	130	31.9	27	43.5
Philadelphia	1,158	20.9	603	29.9	204	45.2	31	60.8
St. Louis	145	8.6	221	31.7	58	51.3	9	81.8
San Francisco	559	16.5	223	22.4	107	38.9	14	45.2
Seattle	21	8.6	30	26.1	15	50.0	3	300.0
Central Office (Wash., D. C., SMSA)	3,359	20.6	1,346	39.8	553	37.8	242	61.6

a/ Excludes central office area, which is shown separately. Civil Service regions are defined in Appendix Table 5-1.

1967-1969 CHANGES IN THE NUMBER OF SPANISH SURNAMED EMPLOYEES PAID AT GENERAL SCHEDULE AND SIMILAR RATES, BY CIVIL SERVICE REGION AND SELECTED GRADE GROUPINGS

Civil Service Region	1967-1969 Changes in Minority Group Employment at GS Grades:							
	5-8		9-11		12-13		14-15	
	Number	Percent Change	Number	Percent Change	Number	Percent Change	Number	Percent Change
All Regions a/	1,081	17.2	831	25.0	438	51.2	92	34.3
Atlanta	23	14.5	57	53.3	12	18.2	18	34.0
Boston	6	42.9	4	26.7	4	66.7	5	250.0
Chicago	46	53.5	8	8.8	22	53.7	11	47.8
Dallas	275	10.1	325	23.1	130	57.5	31	72.1
Denver	337	20.8	126	17.8	122	68.5	6	28.6
New York	96	32.2	49	34.3	20	28.6	5	17.2
Philadelphia	15	28.8	25	43.9	15	38.5	-3	-7.9
St. Louis	40	48.2	36	83.7	8	38.1	5	25.0
San Francisco	232	19.6	190	26.0	101	50.5	13	34.2
Seattle	11	21.2	11	36.7	4	50.0	1	100.0
Central Office (Wash., D. C., SMSA)	115	50.4	17	9.0	59	31.2	44	78.6

a/ Excludes central office area, which is shown separately. Civil Service regions are defined in Appendix Table 5-1.

Standard Metropolitan Statistical Areas (SMSA's)

In 1967, the Minority Group Employment Census covered 41 SMSA's. The 1969 census covered an additional 34. The presentation which follows is based on those SMSA's covered in both years, except where otherwise indicated. The 41 SMSA's covered in both years are shown in tables in appendix 5.

Since 1967, full-time Federal civilian employment in the United States has decreased by 19,750. In the 41 SMSA's surveyed, there are now some 16,400 fewer employees, see Appendix Table 5-3. Despite this net decline, minority employment in these areas increased by nearly 4,600, mostly among Spanish surnamed.

The largest decrease, 9,244, occurred in the New York City SMSA. Most of this decrease was reported by the Post Office, the Department of Health, Education, and Welfare, the Department of Transportation and by the Treasury and the Navy Departments.

The SMSA for which the next largest decrease was reported was the San Francisco-Oakland, Calif., SMSA, which reported a net decline of 4,600. These were mostly blue-collar workers employed by the Navy Department. Decreases of about 2,500 employees were reported for the following SMSA's: Norfolk-Portsmouth, Va. (2,873); Detroit, Mich. (2,617); Washington, D. C.-Md.- Va. (2,595); Los Angeles-Long Beach, Calif. (2,535); and Newark, N. J. (2,487).

The Department of the Navy accounted for most of the decrease in the Norfolk-Portsmouth and Los Angeles-Long Beach SMSA's. Decreases in the Detroit and Newark areas were due primarily to fewer Postal employees. In the Washington, D. C., metropolitan area, the larger losses were reported by the Air Force and the Department of State.

As previously indicated, SMSA coverage was expanded from 41 to 75 in the 1969 Minority Census. The remainder of the presentation in this section is based on full-time Federal civilian employment in the 75 SMSA's covered by the 1969 Minority Census. Selected employment data are shown for each of the 75 SMSA's in Appendix Table 5-2.

Slightly more than 65 percent of all full-time Federal civilian employees in the United States and 83 percent of the minority component of this work group are located in these 75 SMSA's. These minority group employees hold about 25 percent of the Federal civilian jobs in those SMSA's, as compared to 19.4 for the total United States.

There is considerable diversity in the size of the SMSA's as measured by the level of Federal civilian employment. Though most of the 75 SMSA's have fewer than 10,000 Federal civilian employees, the range is from 1,942 to 288,490. Within this range, minority employment increases in direct proportion to the size of the SMSA. For example, in those SMSA's with fewer than 10,000 Federal employees, the percentage of minority group employment is 17.8. At 50,000 and above the percentage is 30.9, see text table, following page.

DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEES IN 75 SELECTED STANDARD METROPOLITAN STATISTICAL AREAS, BY MINORITY GROUP STATUS AND SIZE OF SMSA, AS OF NOVEMBER 30, 1969

Size of SMSA (No. of Federal Employees)	Total Employment	Minority Employees		Non-Minority Employees	
		Number	Percent	Number	Percent
All Sizes	1,666,898	411,643	24.7	1,255,255	75.3
Up to 9,999	213,271	37,865	17.8	175,406	82.2
10,000 to 19,999	276,114	51,275	18.6	224,839	81.4
20,000 to 49,999	464,054	102,182	22.0	361,872	78.0
50,000 and above	713,459	220,321	30.9	493,138	69.1

Departments and Selected Agencies

Slightly more than 90 percent of all Federal civilian employees work for the 6 largest departments and the 3 largest independent agencies. These same departments and agencies also employ 92 percent of the total minority component of the Federal civilian work force.

PERCENTAGE OF TOTAL AND MINORITY GROUP EMPLOYEES WHO WORKED FOR THE 6 LARGEST DEPARTMENTS AND 3 LARGEST INDEPENDENT AGENCIES IN 1967 AND 1969

Agency	Percentage of:			
	All Employees in		Minority Group Employees in	
	1969	1967	1969	1967
9 Largest Employers	90.09	90.26	92.21	92.79
Department of:				
Defense	41.89	41.90	36.64	37.89
Post Office	27.01	26.72	31.85	30.60
Health, Education and Welfare	3.93	3.94	5.10	5.44
Agriculture	3.29	3.45	1.43	1.50
Treasury	3.27	3.24	2.72	2.75
Interior	2.43	2.54	2.70	2.68
Independent Agencies:				
Veterans Administration	5.63	5.74	8.52	8.66
General Services Administration	1.39	1.45	2.94	2.99
National Aeronautics and Space Administration	1.24	1.29	0.29	0.28

397-650 O - 70 - 3

PERCENTAGE DISTRIBUTION OF THE FEDERAL CIVILIAN WORK FORCE, BY SELECTED AGENCY, AS OF NOVEMBER 30, 1969

Agency	Total Work Force		Total Minority Component		Negro Component		Spanish Surnamed Component	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
All Agencies	2,601,611	100.00a/	500,508	100.00a/	389,251	100.00a/	73,591	100.00a/
Department of:								
Defense	1,089,688	41.89	183,411	36.64	125,124	32.14	43,288	58.82
Post Office	702,742	27.01	159,428	31.85	136,775	35.14	17,506	23.79
Health, Education, & Welfare	102,250	3.93	25,518	5.10	21,402	5.50	1,201	1.63
Agriculture	85,698	3.29	7,178	1.43	4,989	1.28	1,452	1.97
Treasury	85,073	3.27	13,634	2.72	11,930	3.06	1,116	1.52
Interior	63,173	2.43	13,512	2.70	3,222	0.83	1,275	1.73
Transportation	59,023	2.27	4,690	0.94	3,456	0.89	602	0.82
Justice	35,577	1.37	3,850	.77	2,912	0.75	760	1.03
Commerce	27,002	1.04	4,885	0.98	4,384	1.13	187	0.25
State	21,889	0.84	3,517	0.70	2,771	0.71	510	0.69
Housing and Urban Development	14,074	0.54	2,845	0.57	2,526	0.65	184	0.25
Labor	10,082	0.39	2,917	0.58	2,673	0.69	166	0.23
Independent agencies:								
Veterans Administration	146,523	5.63	42,661	8.52	38,205	9.82	3,032	4.12
General Services Administration	36,274	1.39	14,709	2.94	13,317	3.42	918	1.25
Nat'l Aeronautics & Space Adm.	32,350	1.24	1,474	0.29	1,013	0.26	240	0.33
Tennessee Valley Authority	20,346	0.78	1,568	0.31	1,519	0.39	11	0.01
Government Printing Office	7,417	0.29	3,577	0.71	3,528	0.91	33	0.04
Atomic Energy Commission	7,072	0.27	647	0.13	353	0.09	250	0.34
Selective Service System	6,385	0.25	544	0.11	403	0.10	102	0.14
Civil Service Commission	4,886	0.19	1,276	0.25	1,123	0.29	118	0.16
General Accounting Office	4,401	0.17	671	0.13	624	0.16	29	0.04
Small Business Administration	4,072	0.16	627	0.13	506	0.13	91	0.12
Office of Economic Opportunity	2,132	0.08	765	0.15	669	0.17	69	0.09
Interstate Commerce Commission	1,801	0.07	377	0.08	366	0.09	5	0.01
Federal Communications Commission	1,465	0.06	267	0.05	250	0.06	11	0.01
Federal Trade Commission	1,240	0.06	256	0.05	245	0.06	5	0.01
Federal Power Commission	1,062	0.04	227	0.05	209	0.05	5	0.01
Equal Employment Opportunity Comm.	568	0.02	334	0.07	291	0.07	39	0.05
Commission on Civil Rights	145	0.01	89	0.02	75	0.02	14	0.02
All other agencies	27,201	1.05	5,054	1.01	4,391	1.13	372	0.51

a/ Components may not add to 100.00 percent because of rounding.

The 12 executive branch departments of the Government and the 17 selected agencies (see page 21) employ 99 percent of the Federal civilian work force. Of those 29 agencies, 14 employ a greater proportion of the overall minority component of the work force than they do of the total work force. For example, the Post Office Department employs 27 percent of the total work force and nearly 32 percent of the minority component of the work force.

Income of the Work Force

Nearly 41 percent of the increase (19,055) in General Schedule employment was due to the increase in minority group employment. Although the largest increase (46 percent) occurred at the GS-5 through 8 levels, significant increases were reported for the higher levels. At the GS-9 through 11 levels, minority employment accounted for 22 percent of the increase. At the GS-12 through 13 levels minority employment contributed 10 percent or 2,468 of the 24,700 additional jobs at those levels. At the GS-14 through 15 levels, increases among minority group employees were almost 8 percent of the total increase. At the executive levels of the career service, grades GS-16 through 18, there was a net decrease of 173 positions, from 5,492 to 5,319. In contrast, minority group employment increased by 10, from 87 to 97.

Among the 28 agencies shown on the following page, the proportion of minority group employees under the General Schedule pay system that are above the GS-9 level varies from 0.5 percent to 46.3 percent. In more than a third (10 agencies), the proportion is 20 percent or more. In 5 of the 10 (National Areonautics and Space Administration, Commission on Civil Rights, Equal Employment Opportunity Commission, Office of Economic Opportunity, and Transportation), the proportion is 30 percent or more.

Although 27 percent of the non-minority blue-collar workers earned less than $7,000 per year as of November 30, 1969, the proportion of minority group blue-collar workers earning less than $7,000 was 57 percent. In the $7,000 to $9,999 pay range, minority group blue-collar employees constitute 20 percent of all blue-collar workers, up from 14 percent in 1967. In the $10,000 and above pay bracket, there are about 4,500 minority group blue-collar workers. This represents 8 percent of all such Federal workers, as compared to 532 or 3.8 percent of all such Federal workers in 1967.

Although the overall increase in Postal Field Service employment was slight (less than 0.03%), minority group employment in the Postal Field Service is up 4.8 percent (7,300 employees) as compared to 1967. It should be noted here that Public Law 90-206 (December 16, 1967) authorized an increase from 20 to 21 levels in the Post Field Service. Comparisons shown in this report take this into account. For example, the 1967 equivalent of the current PFS 1-5 is PFS 1-4. Fourth Class Postmasters and Rural Carriers are included in this grouping for both years. Over one-half (58 percent) of the gains by minority group employees have taken place at the PFS-6 through 9 levels. Additionally, minority group employees accounted for 56 percent of the increase at the PFS-10 through 12 levels.

Total employment under all other pay systems decreased by 8.9 percent, from 56,895 in 1967 to 51,831 in 1969. Similarly, employment of minority groups decreased by 11.3 percent, from 4,613 to 4,094.

PERCENTAGE OF THE MINORITY AND NON-MINORITY COMPONENTS OF THE FEDERAL CIVILIAN WORK FORCE PAID GENERAL SCHEDULE RATES THAT WERE AT OR BELOW GS-9, AS OF NOVEMBER 30, 1969

Agency	Percentage of Federal Civilian Work Force Paid at General Schedule Rates That Are:			
	At or Below GS-9		Above GS-9	
	Minority	Non-Minority	Minority	Non-Minority
All Agencies	87.7	61.0	12.3	39.0
Department of:				
State	90.3	48.8	9.7	51.2
Treasury	88.4	59.7	11.6	40.3
Defense	86.7	65.1	13.3	34.9
Justice	91.8	58.7	8.2	41.3
Post Office	77.9	36.3	22.1	63.7
Interior	87.0	53.2	13.0	46.8
Agriculture	86.7	64.4	13.3	35.6
Commerce	83.4	49.7	16.6	50.3
Labor	76.6	35.6	23.3	64.4
Health, Education, and Welfare	90.6	65.2	9.4	34.8
Housing and Urban Development	79.9	40.9	20.1	59.1
Transportation	69.5	32.3	30.5	67.7
Independent agencies:				
Atomic Energy Commission	82.7	42.0	17.3	58.0
Civil Service Commission	91.2	52.8	8.8	47.2
Commission on Civil Rights	59.6	25.0	40.4	75.0
Equal Employment Opportunity Commission	61.3	45.7	38.7	54.3
Federal Communications Commission	85.1	43.6	14.9	56.4
Federal Power Commission	78.9	32.4	21.1	67.6
Federal Trade Commission	93.9	36.4	6.1	63.6
General Accounting Office	93.3	40.0	6.7	60.0
General Services Administration	94.2	63.9	5.8	36.1
Government Printing Office	99.5	72.0	0.5	28.0
Interstate Commerce Commission	97.1	38.8	2.9	61.2
Nat'l Aeronautics & Space Adm.	53.7	30.2	46.3	69.8
Office of Economic Opportunity	67.5	34.0	32.5	66.0
Selective Service System	94.4	91.0	5.6	9.0
Small Business Administration	79.1	44.1	20.9	55.9
Veterans Administration	93.3	75.5	6.7	24.5
All other agencies	87.0	45.7	13.0	54.3

INDEX

APPENDIX 1

Table		Page
	WORLDWIDE (in detail)	
1- 1	All-Agency Summary by General Schedule or Similar, November 30, 1969	28
1- 2	All-Agency Summary by Wage System, November 30, 1969	29
1- 3	Summary, Postal Field Service, November 30, 1969	30
1- 4	All-Agency Summary by Other Pay Systems, November 30, 1969	31
	TERRITORIES AND FOREIGN COUNTRIES (in detail)	
1- 5	All-Agency Summary by General Schedule or Similar, November 30, 1969	32
1- 6	All-Agency Summary by Wage System, November 30, 1969	33
1- 7	Summary, Postal Field Service, November 30, 1969	34
1- 8	All-Agency Summary by Other Pay Systems, November 30, 1969	35
	ALEUTS AND ESKIMOS -- ALASKA (in detail)	
1- 9	All-Agency Summary by General Schedule or Similar, November 30, 1969	36
1-10	All-Agency Summary by Wage System, November 30, 1969	37
1-11	Summary, Postal Field Service, November 30, 1969	38
1-12	All-Agency Summary by Other Pay Systems, November 30, 1969	39
	WORLDWIDE -- DEPARTMENTS AND SELECTED AGENCIES, BY PAY SYSTEM (IN DETAIL) NOVEMBER 30, 1969	
1-13	Department of State	40
1-14	Department of the Treasury	43
1-15	Department of Defense, Summary	46
1-16	Office of the Secretary of Defense and Other Defense Activities	49
1-17	Department of the Army	52
1-18	Department of the Navy	55
1-19	Department of the Air Force	58
1-20	Department of Justice	61
1-21	Post Office Department	64
1-22	Department of the Interior	68
1-23	Department of Agriculture	71
1-24	Department of Commerce	74
1-25	Department of Labor	77
1-26	Department of Health, Education, and Welfare	80
1-27	Department of Housing and Urban Development	83
1-28	Department of Transportation	86

Table		Page
1-29	Atomic Energy Commission	89
1-30	Board of Governors, Federal Reserve System	92
1-31	Bureau of the Budget	94
1-32	Canal Zone Government	97
1-33	Civil Aeronautics Board	100
1-34	Civil Service Commission	103
1-35	Equal Employment Opportunity Commission	106
1-36	Federal Communications Commission	109
1-37	Federal Deposit Insurance Corporation	112
1-38	Federal Home Loan Bank Board	115
1-39	Federal Power Commission	118
1-40	Federal Trade Commission	121
1-41	General Accounting Office	124
1-42	General Services Administration	127
1-43	Government Printing Office	130
1-44	Information Agency	133
1-45	Interstate Commerce Commission	136
1-46	National Aeronautics and Space Administration	139
1-47	National Labor Relations Board	142
1-48	National Science Foundation	145
1-49	Office of Economic Opportunity	148
1-50	Panama Canal Company	151
1-51	Railroad Retirement Board	154
1-52	Securities and Exchange Commission	157
1-53	Selective Service System	160
1-54	Small Business Administration	163
1-55	Smithsonian Institution	166
1-56	Soldiers' Home	169
1-57	Tennessee Valley Authority	172
1-58	Veterans Administration	175
1-59	Federal Courts	178

1969 MINORITY GROUP STUDY

TABLE 1-1

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,601,611	389,251	15.0	73,591	2.8	16,478	.6	21,188	.8	2,101,103	80.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,289,106	137,918	10.7	23,681	1.8	9,752	.8	10,374	.8	1,107,381	85.9
GS- 1	1,918	998	52.0	129	6.7	14	.7	11	.6	766	39.9
GS- 2	23,222	7,093	30.5	629	2.7	417	1.8	138	.6	14,945	64.4
GS- 3	114,951	27,599	24.0	3,587	3.1	1,943	1.7	688	.6	81,134	70.6
GS- 4	171,951	31,562	18.4	4,835	2.8	2,677	1.6	1,156	.7	131,721	76.6
GS- 5	153,006	24,712	16.2	3,887	2.5	1,445	.9	1,206	.8	121,756	79.6
GS- 6	74,189	9,849	13.3	1,390	1.9	321	.4	539	.7	62,093	83.7
GS- 7	112,833	10,823	9.6	2,193	1.9	785	.7	931	.8	98,101	86.9
GS- 8	27,386	2,453	9.0	395	1.4	65	.2	251	.9	24,222	88.4
GS- 9	155,283	9,682	6.2	2,624	1.7	883	.6	1,474	.9	140,620	90.6
GS-10	18,069	638	3.5	185	1.0	33	.2	193	1.1	17,020	94.2
GS-11	147,789	5,998	4.1	1,739	1.2	549	.4	1,464	1.0	138,038	93.4
GS-12	121,533	3,322	2.7	1,033	.8	289	.2	1,101	.9	115,788	95.3
GS-13	91,728	2,048	2.2	585	.6	184	.2	683	.7	88,228	96.2
GS-14	44,312	720	1.6	312	.7	107	.2	348	.8	42,825	96.6
GS-15	25,625	358	1.4	154	.6	33	.1	178	.7	24,902	97.2
GS-16	3,721	40	1.1	7	.2	5	.1	9	.2	3,660	98.4
GS-17	1,113	16	1.4	5	.4	2	.2	2	.2	1,088	97.8
GS-18	485	7	1.4	2	.4			2	.4	474	97.7

1969 MINORITY GROUP STUDY

TABLE 1-2

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	560,370	112,093	20.0	31,807	5.7	5,395	1.0	6,449	1.2	404,626	72.2
UP THRU $ 4,999	20,492	11,612	56.7	1,777	8.7	133	.6	357	1.7	6,613	32.3
$ 5,000-$ 5,499	27,786	10,333	37.2	2,090	7.5	329	1.2	172	.6	14,862	53.5
$ 5,500-$ 5,999	38,011	14,848	39.1	3,138	8.3	596	1.6	343	.9	19,086	50.2
$ 6,000-$ 6,499	53,072	17,242	32.5	2,976	5.6	582	1.1	585	1.1	31,687	59.7
$ 6,500-$ 6,999	60,251	17,276	28.7	3,775	6.3	741	1.2	628	1.0	37,831	62.8
$ 7,000-$ 7,999	140,799	22,281	15.8	9,667	6.9	1,398	1.0	1,406	1.0	106,047	75.3
$ 8,000-$ 8,999	113,581	11,888	10.5	5,709	5.0	898	.8	1,444	1.3	93,642	82.4
$ 9,000-$ 9,999	50,998	4,191	8.2	1,747	3.4	304	.6	795	1.6	43,961	86.2
$10,000-$11,999	41,118	1,938	4.7	759	1.8	234	.6	567	1.4	37,620	91.5
$12,000-$13,999	10,420	351	3.4	122	1.2	122	1.2	123	1.2	9,702	93.1
$14,000-$15,999	2,053	61	3.0	30	1.5	46	2.2	20	1.0	1,896	92.4
$16,000-$17,999	988	56	5.7	9	.9	11	1.1	4	.4	908	91.9
$18,000-$19,999	494	8	1.6	4	.8			2	.4	480	97.2
$20,000-$21,999	210	3	1.4	4	1.9			3	1.4	200	95.2
$22,000-$23,999	78	4	5.1							74	94.9
$24,000-$25,999	9					1	11.1			8	88.9
$26,000-$27,999	4									4	100.0
$28,000-$29,999	4	1	25.0							3	75.0
$30,000 AND OVER	2									2	100.0

1969 MINORITY GROUP STUDY

TABLE 1-3

SUMMARY, POSTAL FIELD SERVICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL POSTAL FIELD SERVICE.....	700,304	136,322	19.5	17,494	2.5	1,182	.2	3,947	.6	541,359	77.3
PFS- 1	481	243	50.5	20	4.2	4	.8	4	.8	210	43.7
PFS- 2	4,265	2,048	48.0	213	5.0	11	.3	58	1.4	1,935	45.4
PFS- 3	27,565	3,550	12.9	501	1.8	129	.5	89	.3	23,296	84.5
PFS- 4	61,885	28,829	46.6	2,702	4.4	77	.1	416	.7	29,861	48.3
PFS- 5	463,835	89,433	19.3	12,222	2.6	696	.2	2,732	.6	358,752	77.3
PFS- 6	41,693	8,354	20.0	1,041	2.5	65	.2	389	.9	31,844	76.4
PFS- 7	12,957	709	5.5	125	1.0	48	.4	39	.3	12,036	92.9
PFS- 8	18,956	1,861	9.9	230	1.2	25	.1	122	.6	16,698	88.1
PFS- 9	10,705	399	3.7	89	.8	27	.3	25	.2	10,165	95.0
PFS-10	8,696	327	3.8	87	1.0	14	.2	31	.4	8,237	94.7
PFS-11	4,141	174	4.2	27	.7	5	.1	6	.1	3,929	94.9
PFS-12	2,522	122	4.8	13	.5	3	.1	7	.3	2,377	94.3
PFS-13	1,455	52	3.6	9	.6			5	.3	1,389	95.5
PFS-14	1,324	74	5.6	8	.6			5	.4	1,237	93.4
PFS-15	1,146	35	3.1	8	.7	2	.2	5	.4	1,096	95.6
PFS-16	584	9	1.5	8	1.4	1	.2			566	96.9
PFS-17	231	6	2.6	2	.9					223	96.5
PFS-18	139	5	3.6							134	96.4
PFS-19	62							1	1.6	61	98.4
PFS-20	24	2	8.3							22	91.7
PFS-21	15									15	100.0
4TH CLASS POSTMASTERS	6,903	18	.3	106	1.5	23	.3	1		6,755	97.9
RURAL CARRIERS	30,720	52	.2	83	.3	52	.2	12		30,521	99.4

1969 MINORITY GROUP STUDY

TABLE 1-4

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	51,831	2,918	5.6	609	1.2	149	.3	418	.8	47,737	92.1
LP THRU $ 4,999	3,340	670	20.1	68	2.0	79	2.4	13	.4	2,510	75.1
$ 5,000-$ 5,499	1,117	131	11.7	18	1.6	8	.7	8	.7	952	85.2
$ 5,500-$ 5,999	2,853	358	12.5	23	.8	5	.2	12	.4	2,455	86.0
$ 6,000-$ 6,499	2,766	196	7.1	38	1.4	2	.1	15	.5	2,515	90.9
$ 6,500-$ 6,999	3,106	239	7.7	49	1.6	9	.3	52	1.7	2,757	88.8
$ 7,000-$ 7,999	5,617	300	5.3	72	1.3	9	.2	56	1.0	5,180	92.2
$ 8,000-$ 8,999	5,181	304	5.9	52	1.0	11	.2	52	1.0	4,762	91.9
$ 9,000-$ 9,999	3,203	155	4.8	56	1.7	5	.2	27	.8	2,960	92.4
$10,000-$11,999	5,357	166	3.1	55	1.0	4	.1	54	1.0	5,078	94.8
$12,000-$13,999	3,598	75	2.1	48	1.3	7	.2	28	.8	3,440	95.6
$14,000-$15,999	3,067	76	2.5	24	.8	3	.1	28	.9	2,936	95.7
$16,000-$17,999	2,989	65	2.2	24	.8	2	.1	20	.7	2,878	96.3
$18,000-$19,999	2,120	44	2.1	20	.9	1		17	.8	2,038	96.1
$20,000-$21,999	1,423	36	2.5	18	1.3			10	.7	1,359	95.5
$22,000-$23,999	1,854	37	2.0	21	1.1			10	.5	1,786	96.3
$24,000-$25,999	539	15	2.8	2	.4			2	.4	520	96.5
$26,000-$27,999	539	5	.9	3	.6			3	.6	528	98.0
$28,000-$29,999	1,076	13	1.2	9	.8	1	.1	3	.3	1,050	97.6
$30,000 AND OVER	2,086	33	1.6	9	.4	3	.1	8	.4	2,033	97.5

1969 MINORITY GROUP STUDY

TABLE 1-5

TERRITORIES AND FOREIGN COUNTRIES SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	51,465	1,335	2.6	933	1.8	35	.1	3,387	6.6	45,775	88.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	26,789	673	2.5	506	1.9	19	.1	1,818	6.8	23,773	88.7
GS- 1	29							1	3.4	28	96.6
GS- 2	300	14	4.7	3	1.0			24	8.0	259	86.3
GS- 3	1,534	73	4.8	25	1.6	2	.1	82	5.3	1,352	88.1
GS- 4	2,212	94	4.2	66	3.0	2	.1	200	9.0	1,850	83.6
GS- 5	2,428	53	2.2	70	2.9	1		204	8.4	2,100	86.5
GS- 6	1,154	21	1.8	26	2.3	1	.1	90	7.8	1,016	88.0
GS- 7	1,827	53	2.9	45	2.5	2	.1	161	8.8	1,566	85.7
GS- 8	418	7	1.7	7	1.7			41	9.8	363	86.8
GS- 9	6,218	174	2.8	83	1.3	4	.1	301	4.8	5,656	91.0
GS-10	547	17	3.1	12	2.2			43	7.9	475	86.8
GS-11	3,818	83	2.2	86	2.3	1		350	9.2	3,298	86.4
GS-12	3,748	60	1.6	55	1.5	4	.1	246	6.6	3,383	90.3
GS-13	1,734	19	1.1	22	1.3	2	.1	66	3.8	1,625	93.7
GS-14	533	5	.9	6	1.1			7	1.3	515	96.6
GS-15	240							2	.8	238	99.2
GS-16	35									35	100.0
GS-17	8									8	100.0
GS-18	6									6	100.0

1969 MINORITY GROUP STUDY

TABLE 1-6

TERRITORIES AND FOREIGN COUNTRIES SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	6,655	82	1.2	108	1.6	2		1,321	19.8	5,142	77.3
UP THRU $ 4,999	1,439	7	.5	12	.8			158	11.0	1,262	87.7
$ 5,000-$ 5,499	288	1	.3					29	10.1	258	89.6
$ 5,500-$ 5,999	222	10	4.5	2	.9			49	22.1	161	72.5
$ 6,000-$ 6,499	191	7	3.7	5	2.6			49	25.7	130	68.1
$ 6,500-$ 6,999	189	7	3.7	1	.5			20	10.6	161	85.2
$ 7,000-$ 7,999	905	14	1.5	11	1.2			339	37.5	541	59.8
$ 8,000-$ 8,999	678	12	1.8	34	5.0	1	.1	141	20.8	490	72.3
$ 9,000-$ 9,999	961	9	.9	18	1.9			143	14.9	791	82.3
$10,000-$11,999	1,114	13	1.2	12	1.1	1	.1	287	25.8	801	71.9
$12,000-$13,999	392	2	.5	6	1.5			83	21.2	301	76.8
$14,000-$15,999	157			3	1.9			16	10.2	138	87.9
$16,000-$17,999	53			3	5.7			2	3.8	48	90.6
$18,000-$19,999	12			1	8.3			2	16.7	9	75.0
$20,000-$21,999	44							3	6.8	41	93.2
$22,000-$23,999	10									10	100.0
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY TABLE 1-7

TERRITORIES AND FOREIGN COUNTRIES SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	PCT	SPANISH SURNAMED NUMBER	PCT	AMERICAN INDIAN NUMBER	PCT	ORIENTAL NUMBER	PCT	ALL OTHER EMPLOYEES NUMBER	PCT
TOTAL POSTAL FIELD SERVICE.....	146									146	100.0
PFS- 1											
PFS- 2											
PFS- 3	2									2	100.0
PFS- 4	12									12	100.0
PFS- 5	108									108	100.0
PFS- 6	9									9	100.0
PFS- 7	2									2	100.0
PFS- 8	5									5	100.0
PFS- 9	3									3	100.0
PFS-10	2									2	100.0
PFS-11											
PFS-12	1									1	100.0
PFS-13											
PFS-14											
PFS-15											
PFS-16											
PFS-17											
PFS-18											
PFS-19											
PFS-20											
PFS-21											
4TH CLASS POSTMASTERS RURAL CARRIERS	2									2	100.0

1969 MINORITY GROUP STUDY

TABLE 1-8

TERRITORIES AND FOREIGN COUNTRIES SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	17,875	580	3.2	319	1.8	14	.1	248	1.4	16,714	93.5
UP THRU $ 4,999	43	3	7.0					2	4.7	38	88.4
$ 5,000-$ 5,499	29			1	3.4			1	3.4	27	93.1
$ 5,500-$ 5,999	158	3	1.9	5	3.2			3	1.9	147	93.0
$ 6,000-$ 6,499	560	27	4.8	10	1.8	1	.2	9	1.6	513	91.6
$ 6,500-$ 6,999	1,580	59	3.7	21	1.3	2	.1	45	2.8	1,453	92.0
$ 7,000-$ 7,999	2,095	76	3.6	41	2.0	1		48	2.3	1,929	92.1
$ 8,000-$ 8,999	1,620	90	5.6	33	2.0	2	.1	32	2.0	1,463	90.3
$ 9,000-$ 9,999	1,395	57	4.1	35	2.5	3	.2	16	1.1	1,284	92.0
$10,000-$11,999	2,293	53	2.3	41	1.8	1		21	.9	2,177	94.9
$12,000-$13,999	1,653	41	2.5	34	2.1	1	.1	15	.9	1,562	94.5
$14,000-$15,999	1,016	37	3.6	15	1.5			9	.9	955	94.0
$16,000-$17,999	1,295	38	2.9	18	1.4	1	.1	13	1.0	1,225	94.6
$18,000-$19,999	955	30	3.1	18	1.9	1	.1	15	1.6	891	93.3
$20,000-$21,999	728	20	2.7	16	2.2			6	.8	686	94.2
$22,000-$23,999	1,116	23	2.1	16	1.4			8	.7	1,069	95.8
$24,000-$25,999	207	9	4.3	2	1.0			1	.5	195	94.2
$26,000-$27,999	225	1	.4	2	.9			3	1.3	219	97.3
$28,000-$29,999	436	3	.7	7	1.6					426	97.7
$30,000 AND OVER	471	10	2.1	4	.8	1	.2	1	.2	455	96.6

1969 MINORITY GROUP STUDY
ALL-AGENCY SUMMARY OF
ALEUT AND ESKIMO EMPLOYMENT IN ALASKA
FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

TABLE 1-9

Pay System	Total Full-Time Employees	Aleut		Eskimo	
		Number	Pct	Number	Pct
Total, All Pay Systems.	13,457	219	1.6	670	5.0
Total General Schedule or Similar.....	7,362	66	.9	270	3.7
GS- 1	26	3	11.5	10	38.5
GS- 2	193	10	5.2	27	14.0
GS- 3	790	20	2.5	116	14.7
GS- 4	1,045	12	1.1	37	3.5
GS- 5	803	9	1.1	34	4.2
GS- 6	288	5	1.7	13	4.5
GS- 7	586	3	.5	13	2.2
GS- 8	107	...	...	3	2.8
GS- 9	1,024	3	.3	8	.8
GS-10	168	...	...	2	1.2
GS-11	965	...	...	4	.4
GS-12	786	1	.1	1	.1
GS-13	408	...	...	2	.5
GS-14	131	...	...	...	...
GS-15	38	...	...	...	...
GS-16	1	...	...	...	...
GS-17	2	...	...	...	...
GS-18	1	...	...	...	...

1969 MINORITY GROUP STUDY
ALL-AGENCY SUMMARY OF
ALEUT AND ESKIMO EMPLOYMENT IN ALASKA
FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

TABLE 1-10

Pay System	Total Full-Time Employees	Aleut		Eskimo	
		Number	Pct	Number	Pct
Total Wage Systems.....	4,840	107	2.2	286	5.9
Less than $5,000	8	...	...	2	25.0
$ 5,000 - $ 5,499	2	...	...	...	...
$ 5,500 - $ 5,999	5	1	20.0	1	20.0
$ 6,000 - $ 6,499	4	...	...	1	25.0
$ 6,500 - $ 6,999	5	...	...	2	40.0
$ 7,000 - $ 7,999	76	9	11.8	28	36.8
$ 8,000 - $ 8,999	404	17	4.2	51	12.6
$ 9,000 - $ 9,999	395	13	3.3	58	14.7
$10,000 - $11,999	1,019	32	3.1	68	6.7
$12,000 - $13,999	2,011	31	1.5	61	3.0
$14,000 - $15,999	526	3	.6	11	2.1
$16,000 - $17,999	226	1	.4	1	.4
$18,000 - $19,999	138	...	...	1	.7
$20,000 - $21,999	17	...	...	...	...
$22,000 - $23,999	1	...	...	...	...
$24,000 - $25,999	...	...	...	...	...
$26,000 - $27,999	...	...	...	...	...
$28,000 - $29,999	1	...	...	...	...
$30,000 and over	2	...	...	1	50.0

1969 MINORITY GROUP STUDY
POST OFFICE DEPARTMENT SUMMARY OF
ALEUT AND ESKIMO EMPLOYMENT IN ALASKA
FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

TABLE 1-11

Pay System	Total Full-Time Employees	Aleut		Eskimo	
		Number	Pct	Number	Pct
Total Postal Field Service.....	806	44	5.5	111	13.8
Level 1	...	...	...	...	...
Level 2	3	1	33.3	...	...
Level 3	67	12	17.9	15	22.4
Level 4	10	...	...	2	20.0
Level 5	467	12	2.6	25	5.4
Level 6	47	2	4.3	5	10.6
Level 7	29	3	10.3	1	3.4
Level 8	23	...	...	2	8.7
Level 9	19	...	...	3	15.8
Level 10	6	...	...	...	...
Level 11	5	1	20.0	...	...
Level 12	2	...	...	...	...
Level 13	1	...	...	...	...
Level 14	2	...	...	...	...
Level 15	2	...	...	...	...
Level 16	2	...	...	...	...
Level 17	...	...	...	...	...
Level 18	...	...	...	...	...
Level 19	...	...	...	...	...
Level 20	...	...	...	...	...
Level 21	...	...	...	...	...
4th Class Postmasters	119	13	10.9	58	48.7
Rural Carriers	2	...	...	...	...

1969 MINORITY GROUP STUDY
ALL-AGENCY SUMMARY OF
ALEUT AND ESKIMO EMPLOYMENT IN ALASKA
FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

TABLE 1-12

Pay System	Total Full-Time Employees	Aleut		Eskimo	
		Number	Pct	Number	Pct
Total Other Pay Systems	449	2	.4	3	.7
Less than $ 5,000	7	...	...	1	14.3
$ 5,000 - $ 5,499	1	...	...	...	...
$ 5,500 - $ 5,999	20	...	...	...	...
$ 6,000 - $ 6,499	4	...	...	...	...
$ 6,500 - $ 6,999	9	...	...	...	...
$ 7,000 - $ 7,999	31	...	...	...	...
$ 8,000 - $ 8,999	65	...	...	1	1.5
$ 9,000 - $ 9,999	77	...	...	1	1.3
$10,000 - $11,999	59	1	1.7	...	...
$12,000 - $13,999	51	...	...	...	...
$14,000 - $15,999	70	1	1.4	...	...
$16,000 - $17,999	29	...	...	...	...
$18,000 - $19,999	14	...	...	...	...
$20,000 - $21,999	2	...	...	...	...
$22,000 - $23,999	4	...	...	...	...
$24,000 - $25,999	2	...	...	...	...
$26,000 - $27,999	1	...	...	...	...
$28,000 - $29,999	...	...	...	...	...
$30,000 and over	3	...	...	...	...

1969 MINORITY GROUP STUDY

TABLE 1-13

DEPARTMENT OF STATE
INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT AND PEACE CORPS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21,889	2,771	12.7	510	2.3	33	.2	203	.9	18,372	83.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,808	1,787	30.8	134	2.3	20	.3	65	1.1	3,802	65.5
GS- 1	15	12	80.0							3	20.0
GS- 2	128	90	70.3	5	3.9	2	1.6			31	24.2
GS- 3	203	116	57.1	12	5.9	1	.5			74	36.5
GS- 4	467	268	57.4	13	2.8	1	.2	2	.4	183	39.2
GS- 5	678	352	51.9	17	2.5	11	1.6	5	.7	293	43.2
GS- 6	539	289	53.6	12	2.2	1	.2	2	.4	235	43.6
GS- 7	801	287	35.8	29	3.6	2	.2	19	2.4	464	57.9
GS- 8	263	80	30.4	5	1.9	1	.4	10	3.8	167	63.5
GS- 9	571	147	25.7	8	1.4	1	.2	11	1.9	404	70.8
GS-10	56	3	5.4	2	3.6			4	7.1	47	83.9
GS-11	435	68	15.6	13	3.0			5	1.1	349	80.2
GS-12	350	34	9.7	6	1.7			2	.6	308	88.0
GS-13	467	27	5.8	4	.9					436	93.4
GS-14	381	7	1.8	4	1.0			2	.5	368	96.6
GS-15	416	6	1.4	3	.7			3	.7	404	97.1
GS-16	26			1	3.8					25	96.2
GS-17	11	1	9.1							10	90.9
GS-18	1									1	100.0

1969 MINORITY GROUP STUDY

TABLE 1-13a

DEPARTMENT OF STATE
INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT AND PEACE CORPS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	322	173	53.7	105	32.6			1	.3	43	13.4
UP THRU $ 4,999	32	12	37.5	18	56.3					2	6.3
$ 5,000-$ 5,499	16	6	37.5	10	62.5						
$ 5,500-$ 5,999	37	17	45.9	19	51.4					1	2.7
$ 6,000-$ 6,499	9	3	33.3	5	55.6					1	11.1
$ 6,500-$ 6,999	55	30	54.5	15	27.3			1	1.8	9	16.4
$ 7,000-$ 7,999	88	60	68.2	18	20.5					10	11.4
$ 8,000-$ 8,999	57	31	54.4	16	28.1					10	17.5
$ 9,000-$ 9,999	20	11	55.0	4	20.0					5	25.0
$10,000-$11,999	6	3	50.0							3	50.0
$12,000-$13,999	2									2	100.0
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY TABLE 1-13b

DEPARTMENT OF STATE
INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT AND PEACE CORPS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	15,759	811	5.1	271	1.7	13	.1	137	.9	14,527	92.2
UP THRU $ 4,999	15	14	93.3							1	6.7
$ 5,000-$ 5,499	9	5	55.6							4	44.4
$ 5,500-$ 5,999	124	27	21.8	4	3.2			1	.8	92	74.2
$ 6,000-$ 6,499	245	39	15.9	7	2.9	1	.4	4	1.6	194	79.2
$ 6,500-$ 6,999	247	30	12.1	8	3.2	2	.8	1	.4	206	83.4
$ 7,000-$ 7,999	1,086	93	8.6	28	2.6	3	.3	10	.9	952	87.7
$ 8,000-$ 8,999	1,258	148	11.8	25	2.0			17	1.4	1,068	84.9
$ 9,000-$ 9,999	1,341	92	6.9	38	2.8	2	.1	13	1.0	1,196	89.2
$10,000-$11,999	2,358	102	4.3	30	1.3			19	.8	2,207	93.6
$12,000-$13,999	1,687	51	3.0	38	2.3	2	.1	14	.8	1,582	93.8
$14,000-$15,999	1,030	45	4.4	13	1.3			9	.9	963	93.5
$16,000-$17,999	1,353	40	3.0	17	1.3			17	1.3	1,279	94.5
$18,000-$19,999	918	27	2.9	13	1.4	1	.1	11	1.2	866	94.3
$20,000-$21,999	854	27	3.2	16	1.9			8	.9	803	94.0
$22,000-$23,999	1,226	28	2.3	19	1.5			8	.7	1,171	95.5
$24,000-$25,999	233	11	4.7	2	.9			1	.4	219	94.0
$26,000-$27,999	307	3	1.0	1	.3			2	.7	301	98.0
$28,000-$29,999	678	10	1.5	7	1.0	1	.1			660	97.3
$30,000 AND OVER	790	19	2.4	5	.6	1	.1	2	.3	763	96.6

1969 MINORITY GROUP STUDY

TABLE 1-14

DEPARTMENT OF THE TREASURY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	85,073	11,930	14.0	1,116	1.3	84	.1	504	.6	71,439	84.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	79,850	9,449	11.8	935	1.2	81	.1	474	.6	68,911	86.3
GS- 1	272	128	47.1	5	1.8			2	.7	137	50.4
GS- 2	2,733	819	30.0	42	1.5	3	.1	9	.3	1,860	68.1
GS- 3	7,620	2,007	26.3	122	1.6	10	.1	31	.4	5,450	71.5
GS- 4	9,054	1,994	22.0	131	1.4	13	.1	45	.5	6,871	75.9
GS- 5	8,815	1,636	18.6	120	1.4	12	.1	68	.8	6,979	79.2
GS- 6	4,920	680	13.8	80	1.6	6	.1	35	.7	4,119	83.7
GS- 7	6,910	671	9.7	74	1.1	6	.1	33	.5	6,126	88.7
GS- 8	960	90	9.4	7	.7			4	.4	859	89.5
GS- 9	9,547	603	6.3	121	1.3	12	.1	53	.6	8,758	91.7
GS-10	599	13	2.2	5	.8	1	.2			580	96.8
GS-11	10,290	401	3.9	116	1.1	7	.1	69	.7	9,697	94.2
GS-12	8,289	240	2.9	74	.9	7	.1	55	.7	7,913	95.5
GS-13	6,113	127	2.1	33	.5	3		55	.9	5,895	96.4
GS-14	2,348	35	1.5	2	.1	1		11	.5	2,299	97.9
GS-15	1,036	5	.5	3	.3			4	.4	1,024	98.8
GS-16	208									208	100.0
GS-17	94									94	100.0
GS-18	42									42	100.0

1969 MINORITY GROUP STUDY

TABLE 1-14a

DEPARTMENT OF THE TREASURY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	4,898	2,466	50.3	169	3.5	3	.1	30	.6	2,230	45.5
UP THRU $ 4,999	183	114	62.3	3	1.6					66	36.1
$ 5,000-$ 5,499	193	84	43.5							109	56.5
$ 5,500-$ 5,999	340	201	59.1	8	2.4					131	38.5
$ 6,000-$ 6,499	450	202	44.9	18	4.0			1	.2	229	50.9
$ 6,500-$ 6,999	1,388	1,121	80.8	25	1.8	1	.1	6	.4	235	16.9
$ 7,000-$ 7,999	1,078	489	45.4	84	7.8			8	.7	497	46.1
$ 8,000-$ 8,999	418	147	35.2	25	6.0	1	.2	13	3.1	232	55.5
$ 9,000-$ 9,999	207	58	28.0	3	1.4					146	70.5
$10,000-$11,999	435	40	9.2	3	.7	1	.2	2	.5	389	89.4
$12,000-$13,999	163	1	.6							162	99.4
$14,000-$15,999	19									19	100.0
$16,000-$17,999	24	9	37.5							15	62.5
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-14b

DEPARTMENT OF THE TREASURY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	325	15	4.6	12	3.7					298	91.7
UP THRU $ 4,999	1									1	100.0
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999	65	11	16.9	1	1.5					53	81.5
$ 9,000-$ 9,999	106	3	2.8							103	97.2
$10,000-$11,999	50	1	2.0	2	4.0					47	94.0
$12,000-$13,999	8									8	100.0
$14,000-$15,999	12			1	8.3					11	91.7
$16,000-$17,999	10			2	20.0					8	80.0
$18,000-$19,999	13			4	30.8					9	69.2
$20,000-$21,999	6									6	100.0
$22,000-$23,999	14			2	14.3					12	85.7
$24,000-$25,999	7									7	100.0
$26,000-$27,999	9									9	100.0
$28,000-$29,999	2									2	100.0
$30,000 AND OVER	22									22	100.0

1970 MINORITY GROUP STUDY

TABLE 1-15

DEPARTMENT OF DEFENSE SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS a/	1,089,688	125,124	11.5	43,288	4.0	3,122	.3	11,877	1.1	906,277	83.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	636,943	49,620	7.8	14,508	2.3	1,201	.2	5,986	.9	565,628	88.8
GS- 1	792	394	49.7	80	10.1	5	.6	3	.4	310	39.1
GS- 2	11,049	2,287	20.7	350	3.2	21	.2	85	.8	8,306	75.2
GS- 3	60,322	8,915	14.8	2,434	4.0	144	.2	491	.8	48,338	80.1
GS- 4	91,115	10,884	11.9	3,154	3.5	228	.3	781	.9	76,068	83.5
GS- 5	81,285	9,542	11.7	2,541	3.1	165	.2	739	.9	68,298	84.0
GS- 6	36,125	3,166	8.8	752	2.1	74	.2	274	.8	31,859	88.2
GS- 7	57,065	4,390	7.7	1,383	2.4	116	.2	581	1.0	50,595	88.7
GS- 8	12,089	663	5.5	182	1.5	18	.1	89	.7	11,137	92.1
GS- 9	79,953	4,097	5.1	1,771	2.2	177	.2	874	1.1	73,039	91.3
GS-10	6,846	186	2.7	93	1.4	5	.1	86	1.3	6,476	94.6
GS-11	76,546	2,655	3.5	972	1.3	120	.2	856	1.1	71,943	94.0
GS-12	61,284	1,461	2.4	533	.9	76	.1	674	1.1	58,540	95.5
GS-13	39,658	799	2.0	217	.5	34	.1	337	.8	38,271	96.5
GS-14	15,207	140	.9	39	.3	15	.1	84	.6	14,929	98.2
GS-15	6,509	38	.6	6	.1	2		30	.5	6,433	98.8
GS-16	786	2	.3	1	.1	1	.1			782	99.5
GS-17	212	1	.5					1	.5	210	99.1
GS-18	95							1	1.1	94	98.9

1970 MINORITY GROUP STUDY

TABLE 1-15a

DEPARTMENT OF DEFENSE SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	447,257	75,322	16.8	28,738	6.4	1,917	.4	5,762	1.3	335,518	75.0
UP THRU $ 4,999	13,617	6,885	50.6	1,372	10.1	34	.2	328	2.4	4,998	36.7
$ 5,000-$ 5,499	21,276	6,914	32.5	1,763	8.3	50	.2	145	.7	12,404	58.3
$ 5,500-$ 5,999	27,458	9,833	35.8	2,795	10.2	125	.5	319	1.2	14,386	52.4
$ 6,000-$ 6,499	38,731	10,465	27.0	2,499	6.5	167	.4	502	1.3	25,098	64.8
$ 6,500-$ 6,999	46,857	10,601	22.6	3,365	7.2	206	.4	500	1.1	32,185	68.7
$ 7,000-$ 7,999	122,301	16,936	13.8	9,146	7.5	691	.6	1,284	1.0	94,244	77.1
$ 8,000-$ 8,999	97,893	9,084	9.3	5,390	5.5	373	.4	1,340	1.4	81,706	83.5
$ 9,000-$ 9,999	40,894	3,075	7.5	1,599	3.9	167	.4	740	1.8	35,313	86.4
$10,000-$11,999	27,501	1,153	4.2	674	2.5	66	.2	482	1.8	25,126	91.4
$12,000-$13,999	7,551	268	3.5	101	1.3	31	.4	100	1.3	7,051	93.4
$14,000-$15,999	1,601	51	3.2	22	1.4	6	.4	16	1.0	1,506	94.1
$16,000-$17,999	814	45	5.5	6	.7	1	.1	3	.4	759	93.2
$18,000-$19,999	476	8	1.7	3	.6					465	97.7
$20,000-$21,999	202	3	1.5	3	1.5			3	1.5	193	95.5
$22,000-$23,999	72	1	1.4							71	98.6
$24,000-$25,999	5									5	100.0
$26,000-$27,999	3									3	100.0
$28,000-$29,999											
$30,000 AND OVER	5									5	100.0

1970 MINORITY GROUP STUDY

TABLE 1-15b

DEPARTMENT OF DEFENSE SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	5,488	182	3.3	42	.8	4	.1	129	2.4	5,131	93.5
UP THRU $ 4,999	93	8	8.6								
$ 5,000-$ 5,499	45	1	2.2	1	2.2	1	2.2	1	1.1	84	90.3
$ 5,500-$ 5,999	107	5	4.7	1	.9					42	93.3
										101	94.4
$ 6,000-$ 6,499	444	23	5.2	3	.7						
$ 6,500-$ 6,999	1,514	51	3.4	11	.7	1	.1	5	1.1	413	93.0
$ 7,000-$ 7,999	1,215	45	3.7	13	1.1	1	.1	44	2.9	1,407	92.9
								39	3.2	1,117	91.9
$ 8,000-$ 8,999	545	29	5.3	5	.9						
$ 9,000-$ 9,999	309	18	5.8	2	.6			19	3.5	492	90.3
$10,000-$11,999	273			4	1.5			5	1.6	284	91.9
								4	1.5	265	97.1
$12,000-$13,999	175	1	.6								
$14,000-$15,999	91			1	1.1	1	.6	5	2.9	168	96.0
$16,000-$17,999	123			1	.8			2	2.2	88	96.7
										122	99.2
$18,000-$19,999	66	1	1.5								
$20,000-$21,999	56									65	98.5
$22,000-$23,999	27									56	100.0
										27	100.0
$24,000-$25,999	26										
$26,000-$27,999	30									26	100.0
$28,000-$29,999	100									30	100.0
								2	2.0	98	98.0
$30,000 AND OVER	249										
								60,852	438.6	61,101	538.6

a/ TOTAL ALL PAY SYSTEMS INCLUDE ARMY AND AIR NATIONAL GUARD EMPLOYMENT AS FOLLOWS: TOTAL (39,894); NEGRO (720); SPANISH SURNAMED (897); AMERICAN INDIAN (53); AND ORIENTAL (83). AS AUTHORIZED BY PUBLIC LAW 90-486, NATIONAL GUARD PERSONNEL WERE TRANSFERRED FROM STATE TO FEDERAL CIVILIAN EMPLOYEE STATUS IN JANUARY 1969.

1969 MINORITY GROUP STUDY TABLE 1-16

OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DEFENSE ACTIVITIES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	68,630	11,529	16.8	1,411	2.1	107	.2	390	.6	55,193	80.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	55,978	6,712	12.0	643	1.1	73	.1	319	.6	48,231	86.2
GS- 1	107	72	67.3	6	5.6					29	27.1
GS- 2	784	240	30.6	12	1.5			2	.3	530	67.6
GS- 3	3,426	902	26.3	85	2.5	5	.1	17	.5	2,417	70.5
GS- 4	7,061	1,538	21.8	138	2.0	15	.2	34	.5	5,336	75.6
GS- 5	6,359	1,358	21.4	96	1.5	4	.1	50	.8	4,851	76.3
GS- 6	2,276	349	15.3	35	1.5	3	.1	17	.7	1,872	82.2
GS- 7	4,613	636	13.8	63	1.4	12	.3	25	.5	3,877	84.0
GS- 8	589	82	13.9	6	1.0			1	.2	500	84.9
GS- 9	9,088	784	8.6	98	1.1	12	.1	42	.5	8,152	89.7
GS-10	418	16	3.8	3	.7					399	95.5
GS-11	9,552	436	4.6	56	.6	13	.1	61	.6	8,986	94.1
GS-12	5,748	169	2.9	25	.4	3	.1	36	.6	5,515	95.9
GS-13	3,262	104	3.2	15	.5	4	.1	20	.6	3,119	95.6
GS-14	1,422	16	1.1	5	.4	2	.1	11	.8	1,388	97.6
GS-15	1,012	8	.8					2	.2	1,002	99.0
GS-16	151	2	1.3							149	98.7
GS-17	78									78	100.0
GS-18	32							1	3.1	31	96.9

1969 MINORITY GROUP STUDY

TABLE 1-16a

OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DEFENSE ACTIVITIES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	12,561	4,817	38.3	768	6.1	34	.3	70	.6	6,872	54.7
UP THRU $ 4,999	1,368	1,173	85.7	6	.4	1	.1	2	.1	186	13.6
$ 5,000-$ 5,499	518	379	73.2	36	6.9	7	1.4			96	18.5
$ 5,500-$ 5,999	1,375	892	64.9	47	3.4	3	.2	3	.2	430	31.3
$ 6,000-$ 6,499	2,194	739	33.7	141	6.4	4	.2	9	.4	1,301	59.3
$ 6,500-$ 6,999	2,693	675	25.1	256	9.5	9	.3	21	.8	1,732	64.3
$ 7,000-$ 7,999	2,404	665	27.7	169	7.0	4	.2	30	1.2	1,536	63.9
$ 8,000-$ 8,999	971	166	17.1	71	7.3	4	.4	2	.2	728	75.0
$ 9,000-$ 9,999	549	85	15.5	21	3.8	2	.4	1	.2	440	80.1
$10,000-$11,999	437	42	9.6	21	4.8			2	.5	372	85.1
$12,000-$13,999	47									47	100.0
$14,000-$15,999	4	1	25.0							3	75.0
$16,000-$17,999	1									1	100.0
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY TABLE 1-16b

OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DEFENSE ACTIVITIES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	91							1	1.1	90	98.9
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999	1									1	100.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999	1									1	100.0
$24,000-$25,999	8									8	100.0
$26,000-$27,999	6									6	100.0
$28,000-$29,999	15									15	100.0
$30,000 AND OVER	60							1	1.7	59	98.3

1969 MINORITY GROUP STUDY

TABLE 1-17

DEPARTMENT OF THE ARMY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS a/	389,876	45,504	11.7	13,865	3.6	884	.2	3,602	.9	326,021	83.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	255,569	22,266	8.7	5,355	2.1	380	.1	2,562	1.0	225,006	88.0
GS- 1	168	63	37.5	22	13.1	4	2.4	1	.6	78	46.4
GS- 2	4,901	1,084	22.1	151	3.1	5	.1	23	.5	3,638	74.2
GS- 3	23,200	3,949	17.0	791	3.4	53	.2	162	.7	18,245	78.6
GS- 4	36,311	5,041	13.9	1,278	3.5	66	.2	295	.8	29,631	81.6
GS- 5	32,787	4,110	12.5	879	2.7	60	.2	278	.8	27,460	83.8
GS- 6	18,184	1,665	9.2	341	1.9	36	.2	126	.7	16,016	88.1
GS- 7	24,604	2,050	8.3	505	2.1	39	.2	293	1.2	21,717	88.3
GS- 8	4,798	307	6.4	60	1.3	4	.1	44	.9	4,383	91.4
GS- 9	30,311	1,739	5.7	591	1.9	40	.1	428	1.4	27,513	90.8
GS-10	2,689	85	3.2	33	1.2	1		29	1.1	2,541	94.5
GS-11	28,913	1,186	4.1	366	1.3	33	.1	397	1.4	26,931	93.1
GS-12	24,931	633	2.5	237	1.0	27	.1	330	1.3	23,704	95.1
GS-13	15,420	286	1.9	82	.5	7		114	.7	14,931	96.8
GS-14	5,841	58	1.0	18	.3	4	.1	32	.5	5,729	98.1
GS-15	2,179	10	.5	1		1		10	.5	2,157	99.0
GS-16	199									199	100.0
GS-17	84									84	100.0
GS-18	49									49	100.0

397-650 O - 70 - 5

1969 MINORITY GROUP STUDY

TABLE 1-17a

DEPARTMENT OF THE ARMY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	133,219	23,204	17.4	8,504	6.4	504	.4	1,030	.8	99,977	75.0
UP THRU $ 4,999	4,115	2,660	64.6	411	10.0	19	.5	4	.1	1,021	24.8
$ 5,000-$ 5,499	4,376	1,759	40.2	304	6.9	24	.5	20	.5	2,269	51.9
$ 5,500-$ 5,999	8,621	3,095	35.9	454	5.3	49	.6	58	.7	4,965	57.6
$ 6,000-$ 6,499	13,200	3,437	26.0	838	6.3	32	.2	58	.4	8,835	66.9
$ 6,500-$ 6,999	16,528	3,852	23.3	1,355	8.2	68	.4	119	.7	11,134	67.4
$ 7,000-$ 7,999	35,486	4,804	13.5	2,322	6.5	151	.4	197	.6	28,012	78.9
$ 8,000-$ 8,999	27,105	2,106	7.8	1,993	7.4	97	.4	193	.7	22,716	83.8
$ 9,000-$ 9,999	11,597	732	6.3	504	4.3	38	.3	131	1.1	10,192	87.9
$10,000-$11,999	7,919	502	6.3	260	3.3	13	.2	190	2.4	6,954	87.8
$12,000-$13,999	2,715	166	6.1	44	1.6	8	.3	51	1.9	2,446	90.1
$14,000-$15,999	717	39	5.4	11	1.5	4	.6	7	1.0	656	91.5
$16,000-$17,999	413	43	10.4	4	1.0	1	.2			365	88.4
$18,000-$19,999	311	7	2.3	3	1.0					301	96.8
$20,000-$21,999	80	1	1.3	1	1.3			2	2.5	76	95.0
$22,000-$23,999	35	1	2.9							34	97.1
$24,000-$25,999	1									1	100.0
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-17b

DEPARTMENT OF THE ARMY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	1,088	34	3.1	6	.6			10	.9	1,038	95.4
UP THRU $ 4,999	8	1	12.5							7	87.5
$ 5,000-$ 5,499	3	1	33.3							2	66.7
$ 5,500-$ 5,999	19	2	10.5							17	89.5
$ 6,000-$ 6,499	104	5	4.8							99	95.2
$ 6,500-$ 6,999	341	15	4.4	1	.3			2	.6	323	94.7
$ 7,000-$ 7,999	313	5	1.6	4	1.3			5	1.6	299	95.5
$ 8,000-$ 8,999	106	4	3.8	1	.9					101	95.3
$ 9,000-$ 9,999	33	1	3.0							32	97.0
$10,000-$11,999	83							2	2.4	81	97.6
$12,000-$13,999	16							1	6.3	15	93.8
$14,000-$15,999											
$16,000-$17,999	2									2	100.0
$18,000-$19,999											
$20,000-$21,999	5									5	100.0
$22,000-$23,999	7									7	100.0
$24,000-$25,999	11									11	100.0
$26,000-$27,999	2									2	100.0
$28,000-$29,999	11									11	100.0
$30,000 AND OVER	24									24	100.0

a/ TOTAL ALL PAY SYSTEMS INCLUDE NATIONAL GUARD EMPLOYMENT AS FOLLOWS: TOTAL (23,111); NEGRO (584); SPANISH SURNAMED (496); AMERICAN INDIAN (35); AND ORIENTAL (52). AS AUTHORIZED BY PUBLIC LAW 90-486, NATIONAL GUARD PERSONNEL WERE TRANSFERRED FROM STATE TO FEDERAL CIVILIAN EMPLOYEE STATUS IN JANUARY 1969.

60

1969 MINORITY GROUP STUDY

TABLE 1-18

DEPARTMENT OF THE NAVY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	349,472	47,390	13.6	7,819	2.2	911	.3	5,842	1.7	287,510	82.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	167,294	13,391	8.0	2,038	1.2	254	.2	2,043	1.2	149,568	89.4
GS- 1	281	137	48.8	4	1.4			1	.4	139	49.5
GS- 2	4,018	828	20.6	83	2.1	7	.2	50	1.2	3,050	75.9
GS- 3	19,281	2,870	14.9	376	2.0	33	.2	238	1.2	15,764	81.8
GS- 4	25,266	2,784	11.0	436	1.7	59	.2	282	1.1	21,705	85.9
GS- 5	19,893	2,581	13.0	277	1.4	36	.2	264	1.3	16,735	84.1
GS- 6	7,370	798	10.8	92	1.2	13	.2	69	.9	6,398	86.8
GS- 7	13,390	1,049	7.8	164	1.2	21	.2	166	1.2	11,990	89.5
GS- 8	2,860	170	5.9	29	1.0	1		31	1.1	2,629	91.9
GS- 9	18,965	885	4.7	229	1.2	35	.2	245	1.3	17,571	92.6
GS-10	2,270	52	2.3	29	1.3	2	.1	45	2.0	2,142	94.4
GS-11	19,227	602	3.1	166	.9	23	.1	256	1.3	18,180	94.6
GS-12	16,025	356	2.2	98	.6	12	.1	219	1.4	15,340	95.7
GS-13	11,405	227	2.0	49	.4	7	.1	141	1.2	10,981	96.3
GS-14	4,610	41	.9	5	.1	3	.1	23	.5	4,538	98.4
GS-15	2,111	10	.5	1		1		13	.6	2,086	98.8
GS-16	290					1	.3			289	99.7
GS-17	26	1	3.8							25	96.2
GS-18	6									6	100.0

1969 MINORITY GROUP STUDY

TABLE 1-18a

DEPARTMENT OF THE NAVY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	180,574	33,952	18.8	5,762	3.2	656	.4	3,789	2.1	136,415	75.5
UP THRU $ 4,999	5,485	1,895	34.5	365	6.7	6	.1	283	5.2	2,936	53.5
$ 5,000-$ 5,499	12,818	3,843	30.0	291	2.3	6		112	.9	8,566	66.8
$ 5,500-$ 5,999	9,403	3,946	42.0	191	2.0	15	.2	214	2.3	5,037	53.6
$ 6,000-$ 6,499	13,775	4,237	30.8	249	1.8	53	.4	363	2.6	8,873	64.4
$ 6,500-$ 6,999	16,011	4,257	26.6	420	2.6	51	.3	314	2.0	10,969	68.5
$ 7,000-$ 7,999	46,549	8,084	17.4	1,655	3.6	238	.5	883	1.9	35,689	76.7
$ 8,000-$ 8,999	43,267	5,379	12.4	1,655	3.8	173	.4	877	2.0	35,183	81.3
$ 9,000-$ 9,999	17,721	1,816	10.2	681	3.8	76	.4	509	2.9	14,639	82.6
$10,000-$11,999	11,880	429	3.6	206	1.7	26	.2	201	1.7	11,018	92.7
$12,000-$13,999	2,722	60	2.2	40	1.5	12	.4	26	1.0	2,584	94.9
$14,000-$15,999	455	4	.9	5	1.1			5	1.1	441	96.9
$16,000-$17,999	261			2	.8			1	.4	258	98.9
$18,000-$19,999	76									76	100.0
$20,000-$21,999	107	2	1.9	2	1.9			1	.9	102	95.3
$22,000-$23,999	37									37	100.0
$24,000-$25,999	4									4	100.0
$26,000-$27,999	3									3	100.0
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-18b

DEPARTMENT OF THE NAVY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	1,604	47	2.9	19	1.2	1	.1	10	.6	1,527	95.2
UP THRU $ 4,999	54	2	3.7					1	1.9	51	94.4
$ 5,000-$ 5,499	34			1	2.9					33	97.1
$ 5,500-$ 5,999	74	2	2.7	1	1.4					71	95.9
$ 6,000-$ 6,499	92	2	2.2	2	2.2					88	95.7
$ 6,500-$ 6,999	132	6	4.5	3	2.3			1	.8	122	92.4
$ 7,000-$ 7,999	159	8	5.0	3	1.9			1	.6	147	92.5
$ 8,000-$ 8,999	181	13	7.2	2	1.1			1	.6	165	91.2
$ 9,000-$ 9,999	124	12	9.7	2	1.6					110	88.7
$10,000-$11,999	121			3	2.5					118	97.5
$12,000-$13,999	158	1	.6			1	.6	4	2.5	152	96.2
$14,000-$15,999	88			1	1.1			2	2.3	85	96.6
$16,000-$17,999	118			1	.8					117	99.2
$18,000-$19,999	66	1	1.5							65	98.5
$20,000-$21,999	51									51	100.0
$22,000-$23,999	19									19	100.0
$24,000-$25,999	7									7	100.0
$26,000-$27,999	14									14	100.0
$28,000-$29,999	29									29	100.0
$30,000 AND OVER	83									83	100.0

1969 MINORITY GROUP STUDY

TABLE 1-19

DEPARTMENT OF THE AIR FORCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS a/	281,710	20,701	7.3	20,193	7.2	1,220	.4	2,043	.7	237,553	84.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	158,102	7,251	4.6	6,472	4.1	494	.3	1,062	.7	142,823	90.3
GS- 1	236	122	51.7	48	20.3	1	.4	1	.4	64	27.1
GS- 2	1,346	135	10.0	104	7.7	9	.7	10	.7	1,088	80.8
GS- 3	14,415	1,194	8.3	1,182	8.2	53	.4	74	.5	11,912	82.6
GS- 4	22,477	1,521	6.8	1,302	5.8	88	.4	170	.8	19,396	86.3
GS- 5	22,246	1,493	6.7	1,289	5.8	65	.3	147	.7	19,252	86.5
GS- 6	8,295	354	4.3	284	3.4	22	.3	62	.7	7,573	91.3
GS- 7	14,458	655	4.5	651	4.5	44	.3	97	.7	13,011	90.0
GS- 8	3,842	104	2.7	87	2.3	13	.3	13	.3	3,625	94.4
GS- 9	21,594	689	3.2	853	4.0	90	.4	159	.7	19,803	91.7
GS-10	1,469	33	2.2	28	1.9	2	.1	12	.8	1,394	94.9
GS-11	18,854	431	2.3	384	2.0	51	.3	142	.8	17,846	94.7
GS-12	14,580	303	2.1	173	1.2	34	.2	89	.6	13,981	95.9
GS-13	9,571	182	1.9	71	.7	16	.2	62	.6	9,240	96.5
GS-14	3,334	25	.7	11	.3	6	.2	18	.5	3,274	98.2
GS-15	1,207	10	.8	4	.3			5	.4	1,188	98.4
GS-16	146			1	.7					145	99.3
GS-17	24							1	4.2	23	95.8
GS-18	8									8	100.0

69

1969 MINORITY GROUP STUDY

TABLE 1-19a

DEPARTMENT OF THE AIR FORCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	120,903	13,349	11.0	13,704	11.3	723	.6	873	.7	92,254	76.3
UP THRU $ 4,999	2,650	1,157	43.7	590	22.3	8	.3	39	1.5	856	32.3
$ 5,000-$ 5,499	3,568	933	26.1	1,132	31.7	13	.4	13	.4	1,477	41.4
$ 5,500-$ 5,999	8,059	1,900	23.6	2,103	26.1	58	.7	44	.5	3,954	49.1
$ 6,000-$ 6,499	9,562	2,052	21.5	1,271	13.3	78	.8	72	.8	6,089	63.7
$ 6,500-$ 6,999	11,625	1,817	15.6	1,334	11.5	78	.7	46	.4	8,350	71.8
$ 7,000-$ 7,999	37,862	3,383	8.9	5,000	13.2	298	.8	174	.5	29,007	76.6
$ 8,000-$ 8,999	26,550	1,433	5.4	1,671	6.3	99	.4	268	1.0	23,079	86.9
$ 9,000-$ 9,999	11,027	442	4.0	393	3.6	51	.5	99	.9	10,042	91.1
$10,000-$11,999	7,265	180	2.5	187	2.6	27	.4	89	1.2	6,782	93.4
$12,000-$13,999	2,067	42	2.0	17	.8	11	.5	23	1.1	1,974	95.5
$14,000-$15,999	425	7	1.6	6	1.4	2	.5	4	.9	406	95.5
$16,000-$17,999	139	2	1.4					2	1.4	135	97.1
$18,000-$19,999	89	1	1.1							88	98.9
$20,000-$21,999	15									15	100.0
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-19b

DEPARTMENT OF THE AIR FORCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	2,705	101	3.7	17	.6	3	.1	108	4.0	2,476	91.5
UP THRU $ 4,999	31	5	16.1							26	83.9
$ 5,000-$ 5,499	8					1	12.5			7	87.5
$ 5,500-$ 5,999	14	1	7.1							13	92.9
$ 6,000-$ 6,499	248	16	6.5	1	.4			5	2.0	226	91.1
$ 6,500-$ 6,999	1,041	30	2.9	7	.7	1	.1	41	3.9	962	92.4
$ 7,000-$ 7,999	743	32	4.3	6	.8	1	.1	33	4.4	671	90.3
$ 8,000-$ 8,999	258	12	4.7	2	.8			18	7.0	226	87.6
$ 9,000-$ 9,999	152	5	3.3					5	3.3	142	93.4
$10,000-$11,999	68			1	1.5			2	2.9	65	95.6
$12,000-$13,999	1									1	100.0
$14,000-$15,999	3									3	100.0
$16,000-$17,999	3									3	100.0
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999	8									8	100.0
$28,000-$29,999	45							2	4.4	43	95.6
$30,000 AND OVER	82							2	2.4	80	97.6

a/ TOTAL ALL PAY SYSTEMS INCLUDE NATIONAL GUARD EMPLOYMENT AS FOLLOWS: TOTAL (16,783); NEGRO (136); SPANISH SURNAMED (401); AMERICAN INDIAN (18); AND ORIENTAL (31). AS AUTHORIZED BY PUBLIC LAW 90-486, NATIONAL GUARD PERSONNEL WERE TRANSFERRED FROM STATE TO FEDERAL CIVILIAN EMPLOYEE STATUS IN JANUARY 1969.

1969 MINORITY GROUP STUDY

TABLE 1-20

DEPARTMENT OF JUSTICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	35,577	2,912	8.2	760	2.1	46	.1	132	.4	31,727	89.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	33,323	2,762	8.3	710	2.1	45	.1	123	.4	29,683	89.1
GS- 1	29	27	93.1							2	6.9
GS- 2	511	158	30.9	11	2.2	1	.2	2	.4	339	66.3
GS- 3	3,410	811	23.8	120	3.5	7	.2	12	.4	2,460	72.1
GS- 4	3,353	527	15.7	124	3.7	2	.1	27	.8	2,673	79.7
GS- 5	3,470	439	12.7	77	2.2	7	.2	21	.6	2,926	84.3
GS- 6	2,081	253	12.2	103	4.9	4	.2	9	.4	1,712	82.3
GS- 7	3,587	197	5.5	86	2.4	4	.1	11	.3	3,289	91.7
GS- 8	2,003	71	3.5	66	3.3	2	.1	4	.2	1,860	92.9
GS- 9	2,307	101	4.4	42	1.8	5	.2	10	.4	2,149	93.2
GS-10	1,786	20	1.1	13	.7	1	.1	9	.5	1,743	97.6
GS-11	2,697	52	1.9	27	1.0	4	.1	10	.4	2,604	96.6
GS-12	1,912	34	1.8	18	.9	2	.1	6	.3	1,852	96.9
GS-13	4,142	39	.9	17	.4	3	.1	2		4,081	98.5
GS-14	1,067	23	2.2	4	.4	1	.1			1,039	97.4
GS-15	709	7	1.0	1	.1	1	.1			700	98.7
GS-16	137	2	1.5	1	.7	1	.7			133	97.1
GS-17	87									87	100.0
GS-18	35	1	2.9							34	97.1

1969 MINORITY GROUP STUDY

TABLE 1-20a

DEPARTMENT OF JUSTICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	1,333	117	8.8	46	3.5	1	.1	6	.5	1,163	87.2
UP THRU $ 4,999	11	5	45.5							6	54.5
$ 5,000-$ 5,499	23	5	21.7	5	21.7					13	56.5
$ 5,500-$ 5,999	22	10	45.5	2	9.1					10	45.5
$ 6,000-$ 6,499	27	8	29.6	2	7.4					17	63.0
$ 6,500-$ 6,999	49	22	44.9	6	12.2			1	2.0	20	40.8
$ 7,000-$ 7,999	99	29	29.3	12	12.1					58	58.6
$ 8,000-$ 8,999	124	16	12.9	9	7.3			3	2.4	96	77.4
$ 9,000-$ 9,999	280	8	2.9	3	1.1			1	.4	268	95.7
$10,000-$11,999	549	13	2.4	7	1.3	1	.2			528	96.2
$12,000-$13,999	147	1	.7					1	.7	145	98.6
$14,000-$15,999	2									2	100.0
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

89

1969 MINORITY GROUP STUDY

TABLE 1-20b

DEPARTMENT OF JUSTICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	921	33	3.6	4	.4			3	.3	881	95.7
UP THRU $ 4,999	45	3	6.7							42	93.3
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999	1									1	100.0
$ 8,000-$ 8,999	4									4	100.0
$ 9,000-$ 9,999	5									5	100.0
$10,000-$11,999	62	1	1.6							61	98.4
$12,000-$13,999	177	5	2.8	1	.6					171	96.6
$14,000-$15,999	157	6	3.8	1	.6					150	95.5
$16,000-$17,999	130	6	4.6	1	.8			2	1.5	121	93.1
$18,000-$19,999	97	4	4.1							93	95.9
$20,000-$21,999	69	4	5.8							65	94.2
$22,000-$23,999	48	1	2.1							47	97.9
$24,000-$25,999	43	1	2.3							42	97.7
$26,000-$27,999	5									5	100.0
$28,000-$29,999	34			1	2.9					33	97.1
$30,000 AND OVER	44	2	4.5					1	2.3	41	93.2

1969 MINORITY GROUP STUDY

TABLE 1-21

POST OFFICE DEPARTMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	702,742	136,775	19.5	17,506	2.5	1,185	.2	3,962	.6	543,314	77.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,379	422	17.7	12	.5	3	.1	15	.6	1,927	81.0
GS- 1	1									1	100.0
GS- 2	12	9	75.0							3	25.0
GS- 3	43	20	46.5					1	2.3	22	51.2
GS- 4	136	78	57.4					1	.7	57	41.9
GS- 5	225	109	48.4	1	.4	1	.4			114	50.7
GS- 6	135	42	31.1	1	.7			1	.7	91	67.4
GS- 7	258	53	20.5	2	.8					203	78.7
GS- 8	28	5	17.9							23	82.1
GS- 9	214	26	12.1	1	.5			1	.5	186	86.9
GS-10	8	1	12.5							7	87.5
GS-11	194	24	12.4					1	.5	169	87.1
GS-12	223	22	9.9	3	1.3			2	.9	196	87.9
GS-13	329	13	4.0	2	.6			5	1.5	309	93.9
GS-14	307	8	2.6	1	.3	1	.3	2	.7	295	96.1
GS-15	194	11	5.7	1	.5	1	.5			181	93.3
GS-16	49	1	2.0							48	98.0
GS-17	13							1	7.7	12	92.3
GS-18	10									10	100.0

1969 MINORITY GROUP STUDY

TABLE 1-21a

POST OFFICE DEPARTMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	44	30	68.2							14	31.8
UP THRU $ 4,999											
$ 5,000-$ 5,499	2	2	100.0								
$ 5,500-$ 5,999	2	2	100.0								
$ 6,000-$ 6,499	4	4	100.0								
$ 6,500-$ 6,999	1	1	100.0								
$ 7,000-$ 7,999	11	8	72.7							3	27.3
$ 8,000-$ 8,999	10	7	70.0							3	30.0
$ 9,000-$ 9,999	6	4	66.7							2	33.3
$10,000-$11,999	7	2	28.6							5	71.4
$12,000-$13,999	1									1	100.0
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-21b

POST OFFICE DEPARTMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL POSTAL FIELD SERVICE a/.....	700,304	136,322	19.5	17,494	2.5	1,182	.2	3,947	.6	541,359	77.3
PFS- 1	481	243	50.5	20	4.2	4	.8	4	.8	210	43.7
PFS- 2	4,265	2,048	48.0	213	5.0	11	.3	58	1.4	1,935	45.4
PFS- 3	27,565	3,550	12.9	501	1.8	129	.5	89	.3	23,296	84.5
PFS- 4	61,885	28,829	46.6	2,702	4.4	77	.1	416	.7	29,861	48.3
PFS- 5	463,835	89,433	19.3	12,222	2.6	696	.2	2,732	.6	358,752	77.3
PFS- 6	41,693	8,354	20.0	1,041	2.5	65	.2	389	.9	31,844	76.4
PFS- 7	12,957	709	5.5	125	1.0	48	.4	39	.3	12,036	92.9
PFS- 8	18,956	1,881	9.9	230	1.2	25	.1	122	.6	16,698	88.1
PFS- 9	10,705	399	3.7	89	.8	27	.3	25	.2	10,165	95.0
PFS-10	8,696	327	3.8	87	1.0	14	.2	31	.4	8,237	94.7
PFS-11	4,141	174	4.2	27	.7	5	.1	6	.1	3,929	94.9
PFS-12	2,522	122	4.8	13	.5	3	.1	7	.3	2,377	94.3
PFS-13	1,455	52	3.6	9	.6			5	.3	1,389	95.5
PFS-14	1,324	74	5.6	8	.6			5	.4	1,237	93.4
PFS-15	1,146	35	3.1	8	.7	2	.2	5	.4	1,096	95.6
PFS-16	584	9	1.5	8	1.4	1	.2			566	96.9
PFS-17	231	6	2.6	2	.9					223	96.5
PFS-18	139	5	3.6							134	96.4
PFS-19	62							1	1.6	61	98.4
PFS-20	24	2	8.3							22	91.7
PFS-21	15									15	100.0
4TH CLASS POSTMASTERS	6,903	18	.3	106	1.5	23	.3	1		6,755	97.9
RURAL CARRIERS	30,720	52	.2	83	.3	52	.2	12		30,521	99.4

a/ PUBLIC LAW 90-206 (DECEMBER 16, 1967) AUTHORIZED AN INCREASE FROM 20 TO 21 LEVELS IN THE POSTAL FIELD SERVICE.

1969 MINORITY GROUP STUDY TABLE 1-21c

POST OFFICE DEPARTMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	15	1	6.7							14	93.3
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999	2									2	100.0
$26,000-$27,999	1									1	100.0
$28,000-$29,999											
$30,000 AND OVER	12	1	8.3							11	91.7

1969 MINORITY GROUP STUDY

TABLE 1-22

DEPARTMENT OF THE INTERIOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	63,173	3,222	5.1	1,275	2.0	8,553	13.5	462	.7	49,661	78.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	50,257	2,025	4.0	856	1.7	5,935	11.8	427	.8	41,014	81.6
GS- 1	66	17	25.8	5	7.6	4	6.1	1	1.5	39	59.1
GS- 2	657	95	14.5	24	3.7	175	26.6	3	.5	360	54.8
GS- 3	2,930	203	6.9	100	3.4	1,268	43.3	13	.4	1,346	45.9
GS- 4	5,226	309	5.9	174	3.3	1,835	35.1	31	.6	2,877	55.1
GS- 5	5,614	360	6.4	142	2.5	938	16.7	45	.8	4,129	73.5
GS- 6	2,328	184	7.9	54	2.3	134	5.8	35	1.5	1,921	82.5
GS- 7	4,858	224	4.6	88	1.8	428	8.8	33	.7	4,085	84.1
GS- 8	540	28	5.2	12	2.2	15	2.8	7	1.3	478	88.5
GS- 9	7,629	341	4.5	107	1.4	545	7.1	62	.8	6,574	86.2
GS-10	366	14	3.8	3	.8	9	2.5	7	1.9	333	91.0
GS-11	6,969	152	2.2	75	1.1	280	4.0	75	1.1	6,387	91.6
GS-12	6,113	50	.8	45	.7	146	2.4	60	1.0	5,812	95.1
GS-13	3,644	27	.7	16	.4	88	2.4	33	.9	3,480	95.5
GS-14	2,060	13	.6	8	.4	54	2.6	13	.6	1,972	95.7
GS-15	1,064	7	.7	2	.2	12	1.1	8	.8	1,035	97.3
GS-16	129					3	2.3			126	97.7
GS-17	49			1	2.0	1	2.0			47	95.9
GS-18	15	1	6.7					1	6.7	13	86.7

74

397-650 O - 70 - 6

1969 MINORITY GROUP STUDY

TABLE 1-22a

DEPARTMENT OF THE INTERIOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	12,219	1,130	9.2	411	3.4	2,614	21.4	34	.3	8,030	65.7
UP THRU $ 4,999	222	62	27.9	30	13.5	68	30.6			62	27.9
$ 5,000-$ 5,499	495	62	12.5	51	10.3	225	45.5	1	.2	156	31.5
$ 5,500-$ 5,999	856	113	13.2	22	2.6	371	43.3			350	40.9
$ 6,000-$ 6,499	1,108	260	23.5	36	3.2	279	25.2			533	48.1
$ 6,500-$ 6,999	1,156	176	15.2	62	5.4	442	38.2			476	41.2
$ 7,000-$ 7,999	2,345	245	10.4	96	4.1	554	23.6	7	.3	1,443	61.5
$ 8,000-$ 8,999	1,965	110	5.6	50	2.5	384	19.5	6	.3	1,415	72.0
$ 9,000-$ 9,999	1,307	51	3.9	26	2.0	86	6.6	9	.7	1,135	86.8
$10,000-$11,999	2,014	46	2.3	21	1.0	113	5.6	10	.5	1,824	90.6
$12,000-$13,999	567	5	.9	12	2.1	50	8.8	1	.2	499	88.0
$14,000-$15,999	129			4	3.1	36	27.9			89	69.0
$16,000-$17,999	47			1	2.1	6	12.8			40	85.1
$18,000-$19,999	3									3	100.0
$20,000-$21,999	1									1	100.0
$22,000-$23,999	2									2	100.0
$24,000-$25,999	2									2	100.0
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-22b

DEPARTMENT OF THE INTERIOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	697	67	9.6	8	1.1	4	.6	1	.1	617	88.5
UP THRU $ 4,999	8									8	100.0
$ 5,000-$ 5,499	32			2	6.3					30	93.8
$ 5,500-$ 5,999	81			1	1.2	2	2.5			78	96.3
$ 6,000-$ 6,499	17									17	100.0
$ 6,500-$ 6,999	8									8	100.0
$ 7,000-$ 7,999	44			1	2.3					43	97.7
$ 8,000-$ 8,999	144	42	29.2	1	.7					101	70.1
$ 9,000-$ 9,999	71	6	8.5	1	1.4					64	90.1
$10,000-$11,999	92	12	13.0	1	1.1					79	85.9
$12,000-$13,999	26	1	3.8							25	96.2
$14,000-$15,999	41	3	7.3	1	2.4					37	90.2
$16,000-$17,999	40	1	2.5			1	2.5			38	95.0
$18,000-$19,999	29	1	3.4							28	96.6
$20,000-$21,999	17									17	100.0
$22,000-$23,999	9							1	11.1	8	88.9
$24,000-$25,999	3									3	100.0
$26,000-$27,999	3									3	100.0
$28,000-$29,999											
$30,000 AND OVER	32	1	3.1			1	3.1			30	93.8

1969 MINORITY GROUP STUDY

TABLE 1-23

DEPARTMENT OF AGRICULTURE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	85,698	4,989	5.8	1,452	1.7	300	.4	437	.5	78,520	91.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	79,041	4,070	5.1	1,005	1.3	247	.3	425	.5	73,294	92.7
GS- 1	80	46	57.5	3	3.8			1	1.3	30	37.5
GS- 2	861	182	21.1	29	3.4	6	.7	3	.3	641	74.4
GS- 3	3,980	542	13.6	118	3.0	37	.9	12	.3	3,271	82.2
GS- 4	8,773	730	8.3	178	2.0	45	.5	18	.2	7,802	88.9
GS- 5	8,413	739	8.8	147	1.7	33	.4	36	.4	7,458	88.6
GS- 6	4,103	221	5.4	54	1.3	11	.3	14	.3	3,803	92.7
GS- 7	12,686	697	5.5	209	1.6	40	.3	51	.4	11,689	92.1
GS- 8	925	105	11.4	13	1.4	1	.1	1	.1	805	87.0
GS- 9	12,329	456	3.7	116	.9	24	.2	64	.5	11,669	94.6
GS-10	92			1	1.1					91	98.9
GS-11	11,447	179	1.6	91	.8	36	.3	105	.9	11,036	96.4
GS-12	7,497	104	1.4	24	.3	11	.1	64	.9	7,294	97.3
GS-13	4,559	44	1.0	18	.4	3	.1	44	1.0	4,450	97.6
GS-14	2,090	15	.7	3	.1			8	.4	2,064	98.8
GS-15	989	7	.7	1	.1			4	.4	977	98.8
GS-16	152	2	1.3							150	98.7
GS-17	42	1	2.4							41	97.6
GS-18	23									23	100.0

1969 MINORITY GROUP STUDY

TABLE 1-23a

DEPARTMENT OF AGRICULTURE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	5,043	884	17.5	414	8.2	45	.9	8	.2	3,692	73.2
UP THRU $ 4,999	342	92	26.9	151	44.2	1	.3			98	28.7
$ 5,000-$ 5,499	434	124	28.6	82	18.9	2	.5			226	52.1
$ 5,500-$ 5,999	485	121	24.9	30	6.2	5	1.0			329	67.8
$ 6,000-$ 6,499	786	182	23.2	52	6.6	9	1.1			543	69.1
$ 6,500-$ 6,999	738	185	25.1	32	4.3	4	.5	4	.5	513	69.5
$ 7,000-$ 7,999	921	118	12.8	46	5.0	10	1.1	2	.2	745	80.9
$ 8,000-$ 8,999	792	42	5.3	15	1.9	9	1.1	1	.1	725	91.5
$ 9,000-$ 9,999	318	16	5.0	6	1.9	1	.3	1	.3	294	92.5
$10,000-$11,999	202	4	2.0			2	1.0			196	97.0
$12,000-$13,999	24					2	8.3			22	91.7
$14,000-$15,999	1									1	100.0
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-23b

DEPARTMENT OF AGRICULTURE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	1,614	35	2.2	33	2.0	8	.5	4	.2	1,534	95.0
UP THRU $ 4,999	48	2	4.2	18	37.5					28	58.3
$ 5,000-$ 5,499	17	6	35.3	1	5.9					10	58.8
$ 5,500-$ 5,999	49	6	12.2	1	2.0			1	2.0	41	83.7
$ 6,000-$ 6,499	65	4	6.2	4	6.2					57	87.7
$ 6,500-$ 6,999	86	3	3.5			1	1.2			82	95.3
$ 7,000-$ 7,999	424	11	2.6	3	.7	3	.7	1	.2	406	95.8
$ 8,000-$ 8,999	132					3	2.3	1	.8	128	97.0
$ 9,000-$ 9,999	100			1	1.0			1	1.0	98	98.0
$10,000-$11,999	200	1	.5	2	1.0					197	98.5
$12,000-$13,999	153			1	.7	1	.7			151	98.7
$14,000-$15,999	91	1	1.1							90	98.9
$16,000-$17,999	71	1	1.4	1	1.4					69	97.2
$18,000-$19,999	60			1	1.7					59	98.3
$20,000-$21,999	28									28	100.0
$22,000-$23,999	22									22	100.0
$24,000-$25,999	11									11	100.0
$26,000-$27,999	14									14	100.0
$28,000-$29,999	6									6	100.0
$30,000 AND OVER	37									37	100.0

1969 MINORITY GROUP STUDY

TABLE 1-24

DEPARTMENT OF COMMERCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	27,002	4,384	16.2	187	.7	42	.2	272	1.0	22,117	81.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	24,045	3,541	14.7	160	.7	28	.1	185	.8	20,131	83.7
GS- 1	90	46	51.1	2	2.2					42	46.7
GS- 2	597	229	38.4	3	.5	1	.2	2	.3	362	60.6
GS- 3	1,493	652	43.7	13	.9	1	.1	4	.3	823	55.1
GS- 4	1,818	588	32.3	13	.7	1	.1	11	.6	1,205	66.3
GS- 5	2,200	612	27.8	17	.8	5	.2	11	.5	1,555	70.7
GS- 6	1,327	319	24.0	5	.4	1	.1	6	.5	996	75.1
GS- 7	1,834	342	18.6	9	.5			11	.6	1,472	80.3
GS- 8	785	74	9.4	7	.9	2	.3	13	1.7	689	87.8
GS- 9	3,129	204	6.5	26	.8	8	.3	25	.8	2,866	91.6
GS-10	424	17	4.0	4	.9			5	1.2	398	93.9
GS-11	2,317	167	7.2	26	1.1	2	.1	17	.7	2,105	90.9
GS-12	2,498	129	5.2	16	.6			29	1.2	2,324	93.0
GS-13	2,351	95	4.0	14	.6	6	.3	23	1.0	2,213	94.1
GS-14	1,695	40	2.4	4	.2			17	1.0	1,634	96.4
GS-15	1,165	26	2.2	1	.1	1	.1	8	.7	1,129	96.9
GS-16	219							3	1.4	216	98.6
GS-17	72									72	100.0
GS-18	31	1	3.2							30	96.8

1969 MINORITY GROUP STUDY

TABLE 1-24a

DEPARTMENT OF COMMERCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	2,449	832	34.0	26	1.1	13	.5	80	3.3	1,498	61.2
UP THRU $ 4,999	212	88	41.5	3	1.4			21	9.9	100	47.2
$ 5,000-$ 5,499	123	42	34.1	1	.8			18	14.6	62	50.4
$ 5,500-$ 5,999	241	109	45.2	1	.4	2	.8	2	.8	127	52.7
$ 6,000-$ 6,499	218	119	54.6	3	1.4			3	1.4	93	42.7
$ 6,500-$ 6,999	285	157	55.1	5	1.8	1	.4	9	3.2	113	39.6
$ 7,000-$ 7,999	425	138	32.5	6	1.4	5	1.2	17	4.0	259	60.9
$ 8,000-$ 8,999	428	113	26.4	3	.7	4	.9	5	1.2	303	70.8
$ 9,000-$ 9,999	226	43	19.0	2	.9	1	.4	3	1.3	177	78.3
$10,000-$11,999	222	22	9.9	1	.5			2	.9	197	88.7
$12,000-$13,999	44									44	100.0
$14,000-$15,999	8									8	100.0
$16,000-$17,999	7									7	100.0
$18,000-$19,999	3									3	100.0
$20,000-$21,999	6			1	16.7					5	83.3
$22,000-$23,999	1	1	100.0								
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-24b

DEPARTMENT OF COMMERCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	508	11	2.2	1	.2	1	.2	7	1.4	488	96.1
UP THRU $ 4,999	91	5	5.5					2	2.2	84	92.3
$ 5,000-$ 5,499	27	1	3.7							26	96.3
$ 5,500-$ 5,999											
$ 6,000-$ 6,499	16									16	100.0
$ 6,500-$ 6,999	1									1	100.0
$ 7,000-$ 7,999	21									21	100.0
$ 8,000-$ 8,999	41							3	7.3	38	92.7
$ 9,000-$ 9,999	19							1	5.3	18	94.7
$10,000-$11,999	53	1	1.9			1	1.9			51	96.2
$12,000-$13,999	28									28	100.0
$14,000-$15,999	25	1	4.0							24	96.0
$16,000-$17,999	22									22	100.0
$18,000-$19,999	49	1	2.0	1	2.0					47	95.9
$20,000-$21,999	12									12	100.0
$22,000-$23,999	19									19	100.0
$24,000-$25,999	12	1	8.3							10	83.3
$26,000-$27,999	23	1	4.3					1	8.3	22	95.7
$28,000-$29,999	10									10	100.0
$30,000 AND OVER	39									39	100.0

1969 MINORITY GROUP STUDY

TABLE 1-25

DEPARTMENT OF LABOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	10,082	2,673	26.5	166	1.6	29	.3	49	.5	7,165	71.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,950	2,582	25.9	166	1.7	29	.3	49	.5	7,124	71.6
GS- 1	48	45	93.8	1	2.1					2	4.2
GS- 2	144	112	77.8	2	1.4	1	.7			29	20.1
GS- 3	477	289	60.6	9	1.9	1	.2	3	.6	175	36.7
GS- 4	746	388	52.0	13	1.7	6	.8	5	.7	334	44.8
GS- 5	1,341	564	42.1	20	1.5	4	.3	6	.4	747	55.7
GS- 6	619	256	41.4	6	1.0	2	.3	6	1.0	349	56.4
GS- 7	660	203	30.8	8	1.2	1	.2	9	1.4	439	66.5
GS- 8	66	24	36.4							42	63.6
GS- 9	600	162	27.0	16	2.7			4	.7	418	69.7
GS-10	24	8	33.3	1	4.2					15	62.5
GS-11	903	143	15.8	27	3.0	3	.3	3	.3	727	80.5
GS-12	1,752	177	10.1	30	1.7	4	.2	7	.4	1,534	87.6
GS-13	1,138	109	9.6	15	1.3	4	.4	5	.4	1,005	88.3
GS-14	880	61	6.9	11	1.3			1	.1	807	91.7
GS-15	452	33	7.3	6	1.3	3	.7			410	90.7
GS-16	63	4	6.3							59	93.7
GS-17	30	2	6.7	1	3.3					27	90.0
GS-18	7	2	28.6							5	71.4

1969 MINORITY GROUP STUDY

DEPARTMENT OF LABOR

TABLE 1-25a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	103	89	86.4							14	13.6
UP THRU $ 4,999	2	1	50.0							1	50.0
$ 5,000-$ 5,499	2	2	100.0								
$ 5,500-$ 5,999	9	6	66.7							3	33.3
$ 6,000-$ 6,499	13	11	84.6							2	15.4
$ 6,500-$ 6,999	21	19	90.5							2	9.5
$ 7,000-$ 7,999	29	27	93.1							2	6.9
$ 8,000-$ 8,999	12	11	91.7							1	8.3
$ 9,000-$ 9,999	9	8	88.9							1	11.1
$10,000-$11,999	5	4	80.0							1	20.0
$12,000-$13,999	1									1	100.0
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-25b

DEPARTMENT OF LABOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	29	2	6.9							27	93.1
UP THRU $ 4,999	6	1	16.7							5	83.3
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999	1									1	100.0
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999	2									2	100.0
$20,000-$21,999	2									2	100.0
$22,000-$23,999	3									3	100.0
$24,000-$25,999	1									1	100.0
$26,000-$27,999	2									2	100.0
$28,000-$29,999											
$30,000 AND OVER	12	1	8.3							11	91.7

1969 MINORITY GROUP STUDY

TABLE 1-26

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	102,250	21,402	20.9	1,201	1.2	2,238	2.2	677	.7	76,732	75.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	89,800	18,428	20.5	1,119	1.2	1,591	1.8	581	.6	68,081	75.8
GS- 1	164	65	39.6	7	4.3	1	.6	3	1.8	88	53.7
GS- 2	1,741	627	36.0	42	2.4	191	11.0	9	.5	872	50.1
GS- 3	8,916	3,986	44.7	130	1.5	394	4.4	29	.3	4,377	49.1
GS- 4	13,023	4,337	33.3	230	1.8	439	3.4	56	.4	7,961	61.1
GS- 5	11,432	2,830	24.8	175	1.5	190	1.7	52	.5	8,185	71.6
GS- 6	8,576	1,706	19.9	126	1.5	68	.8	59	.7	6,617	77.2
GS- 7	7,832	1,594	20.4	70	.9	154	2.0	68	.9	5,946	75.9
GS- 8	2,405	553	23.0	23	1.0	13	.5	30	1.2	1,786	74.3
GS- 9	9,954	1,177	11.8	110	1.1	58	.6	67	.7	8,542	85.8
GS-10	3,392	212	6.3	20	.6	8	.2	24	.7	3,128	92.2
GS-11	6,325	686	10.8	53	.8	36	.6	57	.9	5,493	86.8
GS-12	5,530	267	4.8	49	.9	10	.2	45	.8	5,159	93.3
GS-13	4,970	212	4.3	47	.9	9	.2	34	.7	4,668	93.9
GS-14	3,284	116	3.5	22	.7	17	.5	35	1.1	3,094	94.2
GS-15	1,966	53	2.7	13	.7	3	.2	11	.6	1,886	95.9
GS-16	216	5	2.3	2	.9			2	.9	207	95.8
GS-17	59	2	3.4							57	96.6
GS-18	15									15	100.0

1969 MINORITY GROUP STUDY

TABLE 1-26a

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL WAGE SYSTEMS.....	6,022	2,846	47.3	45	.7	557	9.2	29	.5	2,545	42.3
UP THRU $ 4,999	198	105	53.0	7	3.5	20	10.1			66	33.3
$ 5,000-$ 5,499	198	109	55.1	3	1.5	36	18.2			50	25.3
$ 5,500-$ 5,999	458	278	60.7			69	15.1	3	.7	108	23.6
$ 6,000-$ 6,499	840	503	59.9	4	.5	101	12.0	2	.2	230	27.4
$ 6,500-$ 6,999	966	629	65.1	4	.4	70	7.2	6	.6	257	26.6
$ 7,000-$ 7,999	1,130	579	51.2	11	1.0	102	9.0	8	.7	430	38.1
$ 8,000-$ 8,999	930	303	32.6	5	.5	86	9.2	5	.5	531	57.1
$ 9,000-$ 9,999	537	156	29.1	4	.7	23	4.3	3	.6	351	65.4
$10,000-$11,999	499	132	26.5	5	1.0	30	6.0			332	66.5
$12,000-$13,999	182	39	21.4	2	1.1	13	7.1	2	1.1	126	69.2
$14,000-$15,999	60	9	15.0			4	6.7			47	78.3
$16,000-$17,999	17	2	11.8			2	11.8			13	76.5
$18,000-$19,999	2									2	100.0
$20,000-$21,999											
$22,000-$23,999	3	2	66.7							1	33.3
$24,000-$25,999	1					1	100.0				
$26,000-$27,999											
$28,000-$29,999	1									1	100.0
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-26b

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	6,428	128	2.0	37	.6	90	1.4	67	1.0	6,106	95.0
UP THRU $ 4,999	398	33	8.3	1	.3	75	18.8	4	1.0	285	71.6
$ 5,000-$ 5,499	19	1	5.3							18	94.7
$ 5,500-$ 5,999	653	3	.5	1	.2			6	.9	643	98.5
$ 6,000-$ 6,499	56	1	1.8	1	1.8					54	96.4
$ 6,500-$ 6,999	163	9	5.5	1	.6	1	.6	1	.6	151	92.6
$ 7,000-$ 7,999	772	18	2.3	6	.8	1	.1	4	.5	743	96.2
$ 8,000-$ 8,999	1,830	26	1.4	9	.5	6	.3	11	.6	1,778	97.2
$ 9,000-$ 9,999	410	8	2.0	4	1.0	1	.2	4	1.0	393	95.9
$10,000-$11,999	760	12	1.6	5	.7	2	.3	17	2.2	724	95.3
$12,000-$13,999	281	5	1.8	3	1.1	2	.7	5	1.8	266	94.7
$14,000-$15,999	576	6	1.0	4	.7	1	.2	12	2.1	553	96.0
$16,000-$17,999	299	2	.7	1	.3	1	.3			295	98.7
$18,000-$19,999	43	1	2.3								
$20,000-$21,999	24	1	4.2					1	2.3	41	95.3
$22,000-$23,999	7									23	95.8
$24,000-$25,999	13	1	7.7							7	100.0
$26,000-$27,999	15									12	92.3
$28,000-$29,999	18	1	5.6							15	100.0
$30,000 AND OVER	91			1	1.1			1	5.6	16	88.9
								1	1.1	89	97.8

1969 MINORITY GROUP STUDY

TABLE 1-27

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14,074	2,526	17.9	184	1.3	31	.2	104	.7	11,229	79.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,975	2,466	17.6	183	1.3	31	.2	104	.7	11,191	80.1
GS- 1	12	7	58.3					1	8.3	4	33.3
GS- 2	114	80	70.2	2	1.8	1	.9			31	27.2
GS- 3	711	385	54.1	23	3.2	3	.4	7	1.0	293	41.2
GS- 4	1,408	431	30.6	37	2.6	7	.5	12	.9	921	65.4
GS- 5	1,542	465	30.2	35	2.3	5	.3	16	1.0	1,021	66.2
GS- 6	781	259	33.2	4	.5	2	.3	4	.5	512	65.6
GS- 7	858	197	23.0	8	.9			10	1.2	643	74.9
GS- 8	147	47	32.0	1	.7			2	1.4	97	66.0
GS- 9	1,231	148	12.0	8	.6	3	.2	14	1.1	1,058	85.9
GS-10	39	6	15.4	1	2.6					32	82.1
GS-11	2,605	151	5.8	25	1.0	6	.2	13	.5	2,410	92.5
GS-12	1,827	99	5.4	12	.7	1	.1	13	.7	1,702	93.2
GS-13	1,381	95	6.9	15	1.1	2	.1	9	.7	1,260	91.2
GS-14	785	58	7.4	8	1.0	1	.1	3	.4	715	91.1
GS-15	447	32	7.2	4	.9					411	91.9
GS-16	55	3	5.5							52	94.5
GS-17	26	3	11.5							23	88.5
GS-18	6									6	100.0

1969 MINORITY GROUP STUDY

TABLE 1-27a

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	81	58	71.6	1	1.2					22	27.2
UP THRU $ 4,999	1	1	100.0								
$ 5,000-$ 5,499											
$ 5,500-$ 5,999	5	5	100.0								
$ 6,000-$ 6,499	7	7	100.0								
$ 6,500-$ 6,999	14	11	78.6							3	21.4
$ 7,000-$ 7,999	31	25	80.6	1	3.2					5	16.1
$ 8,000-$ 8,999	12	6	50.0							6	50.0
$ 9,000-$ 9,999	7	3	42.9							4	57.1
$10,000-$11,999	4									4	100.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

397-650 O - 70 - 7

1969 MINORITY GROUP STUDY

TABLE 1-27b

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	18	2	11.1							16	88.9
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	18	2	11.1							16	88.9

1969 MINORITY GROUP STUDY

TABLE 1-28

DEPARTMENT OF TRANSPORTATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	59,023	3,456	5.9	602	1.0	234	.4	398	.7	54,333	92.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	52,633	2,628	5.0	530	1.0	151	.3	267	.5	49,057	93.2
GS- 1	24	15	62.5	2	8.3					7	29.2
GS- 2	185	79	42.7	6	3.2	1	.5	3	1.6	96	51.9
GS- 3	1,024	307	30.0	16	1.6	10	1.0	15	1.5	676	66.0
GS- 4	2,563	445	17.4	41	1.6	12	.5	28	1.1	2,037	79.5
GS- 5	3,111	435	14.0	54	1.7	16	.5	30	1.0	2,576	82.8
GS- 6	1,614	251	15.6	27	1.7	3	.2	14	.9	1,319	81.7
GS- 7	3,262	233	7.1	50	1.5	12	.4	15	.5	2,952	90.5
GS- 8	232	25	10.8	2	.9	1	.4	2	.9	202	87.1
GS- 9	6,300	226	3.6	61	1.0	20	.3	30	.5	5,963	94.7
GS-10	2,154	31	1.4	21	1.0	6	.3	9	.4	2,087	96.9
GS-11	10,537	241	2.3	123	1.2	34	.3	53	.5	10,086	95.7
GS-12	7,923	138	1.7	70	.9	13	.2	39	.5	7,663	96.7
GS-13	8,179	139	1.7	41	.5	15	.2	15	.2	7,969	97.4
GS-14	3,782	36	1.0	13	.3	2	.1	9	.2	3,722	98.4
GS-15	1,476	21	1.4	1	.1	5	.3	5	.3	1,444	97.8
GS-16	165	4	2.4	1	.6					160	97.0
GS-17	80	2	2.5	1	1.3	1	1.3			76	95.0
GS-18	22									22	100.0

1969 MINORITY GROUP STUDY

TABLE 1-28a

DEPARTMENT OF TRANSPORTATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	5,865	817	13.9	66	1.1	80	1.4	127	2.2	4,775	81.4
UP THRU $ 4,999	120	60	50.0					1	.8	59	49.2
$ 5,000-$ 5,499	124	69	55.6	4	3.2	2	1.6			49	39.5
$ 5,500-$ 5,999	152	65	42.8	3	2.0	1	.7			83	54.6
$ 6,000-$ 6,499	384	129	33.6	4	1.0	4	1.0	3	.8	244	63.5
$ 6,500-$ 6,999	360	124	34.4	9	2.5			1	.3	226	62.8
$ 7,000-$ 7,999	1,801	247	13.7	17	.9	9	.5	22	1.2	1,506	83.6
$ 8,000-$ 8,999	1,235	82	6.6	16	1.3	11	.9	18	1.5	1,108	89.7
$ 9,000-$ 9,999	624	20	3.2	8	1.3	17	2.7	11	1.8	568	91.0
$10,000-$11,999	536	15	2.8	2	.4	8	1.5	53	9.9	458	85.4
$12,000-$13,999	441	4	.9	3	.7	26	5.9	13	2.9	395	89.6
$14,000-$15,999	52	1	1.9					4	7.7	47	90.4
$16,000-$17,999	25					2	8.0			23	92.0
$18,000-$19,999	5							1	20.0	4	80.0
$20,000-$21,999	1									1	100.0
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999	3	1	33.3							2	66.7
$30,000 AND OVER	2									2	100.0

1969 MINORITY GROUP STUDY

TABLE 1-28b

DEPARTMENT OF TRANSPORTATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	525	11	2.1	6	1.1	3	.6	4	.8	501	95.4
UP THRU $ 4,999	16	3	18.8							13	81.3
$ 5,000-$ 5,499	6									6	100.0
$ 5,500-$ 5,999	1									1	100.0
$ 6,000-$ 6,499	3									3	100.0
$ 6,500-$ 6,999	1									1	100.0
$ 7,000-$ 7,999	2									2	100.0
$ 8,000-$ 8,999	6									6	100.0
$ 9,000-$ 9,999	71	2	2.8			1	1.4			68	95.8
$10,000-$11,999	45									45	100.0
$12,000-$13,999	69	1	1.4	1	1.4	1	1.4	2	2.9	64	92.8
$14,000-$15,999	106			2	1.9	1	.9	1	.9	102	96.2
$16,000-$17,999	61	2	3.3							59	96.7
$18,000-$19,999	32									32	100.0
$20,000-$21,999	12			1	8.3			1	8.3	10	83.3
$22,000-$23,999	7									7	100.0
$24,000-$25,999	8	1	12.5							7	87.5
$26,000-$27,999	12			1	8.3					11	91.7
$28,000-$29,999	6									6	100.0
$30,000 AND OVER	61	2	3.3	1	1.6					58	95.1

1969 MINORITY GROUP STUDY

TABLE 1-29

ATOMIC ENERGY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,072	353	5.0	250	3.5	32	.5	12	.2	6,425	90.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,884	332	4.8	231	3.4	32	5	12	.2	6,277	91.2
GS- 1	2					1	50.0			1	50.0
GS- 2	35	14	40.0	3	8.6					18	51.4
GS- 3	124	31	25.0	8	6.5	2	1.6			83	66.9
GS- 4	398	55	13.8	39	9.8	7	1.8			297	74.6
GS- 5	907	58	6.4	109	12.0	8	.9	2	.2	730	80.5
GS- 6	623	50	8.0	19	3.0	4	.6	2	.3	548	88.0
GS- 7	474	41	8.6	14	3.0					419	88.4
GS- 8	164	5	3.0	2	1.2					157	95.7
GS- 9	409	16	3.9	8	2.0	4	1.0			381	93.2
GS-10	30	1	3.3	1	3.3					28	93.3
GS-11	406	16	3.9	7	1.7	1	.2	1	.2	381	93.8
GS-12	594	22	3.7	11	1.9	1	.2	3	.5	557	93.8
GS-13	836	13	1.6	6	.7	2	.2			815	97.5
GS-14	902	6	.7	4	.4	2	.2	2	.2	888	98.4
GS-15	642	4	.6					2	.3	636	99.1
GS-16	205									205	100.0
GS-17	86									86	100.0
GS-18	47									47	100.0

1969 MINORITY GROUP STUDY

TABLE 1-29a

ATOMIC ENERGY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	89	18	20.2	19	21.3					52	58.4
UP THRU $ 4,999											
$ 5,000-$ 5,499	16	2	12.5	13	81.3					1	6.3
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999	53	12	22.6	6	11.3					35	66.0
$ 7,000-$ 7,999											
$ 8,000-$ 8,999	16	4	25.0							12	75.0
$ 9,000-$ 9,999											
$10,000-$11,999	4									4	100.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-29b

ATOMIC ENERGY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	99	3	3.0							96	97.0
UP THRU $ 4,999	1										
$ 5,000-$ 5,499	3	1	33.3							1	100.0
$ 5,500-$ 5,999	2									2	66.7
										2	100.0
$ 6,000-$ 6,499	1	1	100.0								
$ 6,500-$ 6,999	3	1	33.3								
$ 7,000-$ 7,999										2	66.7
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999	1									1	100.0
$24,000-$25,999	14									14	100.0
$26,000-$27,999	18									18	100.0
$28,000-$29,999	13									13	100.0
$30,000 AND OVER	43									43	100.0

1969 MINORITY GROUP STUDY

TABLE 1-30

BOARD OF GOVERNORS - FEDERAL RESERVE SYSTEM

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	827	180	21.8	1	.1	1	.1	3	.4	642	77.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	738	128	17.3	1	.1	1	.1	3	.4	605	82.0
GS- 1	7	6	85.7							1	14.3
GS- 2	21	15	71.4							6	28.6
GS- 3	32	21	65.6							11	34.4
GS- 4	76	33	43.4							43	56.6
GS- 5	79	24	3..4					1	1.3	54	68.4
GS- 6	54	10	18.5							44	81.5
GS- 7	75	8	10.7							67	89.3
GS- 8	37	1	2.7	1	2.7					35	94.6
GS- 9	58									58	100.0
GS-10	3									3	100.0
GS-11	77	2	2.6							75	97.4
GS-12	64	4	6.3							60	93.8
GS-13	70	1	1.4					2	2.9	67	95.7
GS-14	56	3	5.4			1	1.8			52	92.9
GS-15	29									29	100.0
GS-16											
GS-17											
GS-18											

96

1969 MINORITY GROUP STUDY

TABLE 1-30a

BOARD OF GOVERNORS - FEDERAL RESERVE SYSTEM

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	89	52	58.4							37	41.6
UP THRU $ 4,999	31	19	61.3							12	38.7
$ 5,000-$ 5,499	11	7	63.6							4	36.4
$ 5,500-$ 5,999	2	2	100.0								
$ 6,000-$ 6,499	8	5	62.5							3	37.5
$ 6,500-$ 6,999	5	4	80.0							1	20.0
$ 7,000-$ 7,999	14	7	50.0							7	50.0
$ 8,000-$ 8,999	8	4	50.0							4	50.0
$ 9,000-$ 9,999	6	4	66.7							2	33.3
$10,000-$11,999	4									4	100.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-31

BUREAU OF THE BUDGET

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	519	67	12.9	1	.2	1	.2	3	.6	447	86.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	504	59	11.7	1	.2	1	.2	3	.6	440	87.3
GS- 1											
GS- 2	8	3	37.5							5	62.5
GS- 3	2	2	100.0								
GS- 4	4	1	25.0							3	75.0
GS- 5	15	9	60.0							6	40.0
GS- 6	23	11	47.8							12	52.2
GS- 7	63	23	36.5	1	1.6					39	61.9
GS- 8	34	1	2.9							33	97.1
GS- 9	39	1	2.6			1	2.6	1	2.6	36	92.3
GS-10	1									1	100.0
GS-11	25	2	8.0							23	92.0
GS-12	36	2	5.6							34	94.4
GS-13	41									41	100.0
GS-14	65	2	3.1							63	96.9
GS-15	81	2	2.5					1	1.2	78	96.3
GS-16	38									37	97.4
GS-17	15							1	2.6	15	100.0
GS-18	14									14	100.0

100

1969 MINORITY GROUP STUDY

TABLE 1-31a

BUREAU OF THE BUDGET

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	10	8	80.0							2	20.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999	1	1	100.0								
$ 6,000-$ 6,499	2	2	100.0								
$ 6,500-$ 6,999	1	1	100.0								
$ 7,000-$ 7,999	2	2	100.0								
$ 8,000-$ 8,999	1	1	100.0								
$ 9,000-$ 9,999	2	1	50.0							1	50.0
$10,000-$11,999	1									1	100.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-31b

BUREAU OF THE BUDGET

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	5									5	100.0

1969 MINORITY GROUP STUDY

TABLE 1-32

CANAL ZONE GOVERNMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,559	49	3.1	72	4.6	4	.3	6	.4	1,428	91.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	580	20	3.4	48	8.3			6	1.0	506	87.2
GS- 1											
GS- 2	2	1	50.0							1	50.0
GS- 3	13			1	7.7					12	92.3
GS- 4	52	5	9.6	6	11.5			1	1.9	40	76.9
GS- 5	82			6	7.3					76	92.7
GS- 6	42			2	4.8					40	95.2
GS- 7	144	6	4.2	12	8.3			1	.7	125	86.8
GS- 8	18			3	16.7			1	5.6	14	77.8
GS- 9	106	5	4.7	9	8.5			1	.9	91	85.8
GS-10	22	1	4.5					1	4.5	20	90.9
GS-11	34	1	2.9	2	5.9			1	2.9	30	88.2
GS-12	22			1	4.5					21	95.5
GS-13	31	1	3.2	6	19.4					24	77.4
GS-14	11									11	100.0
GS-15	1									1	100.0
GS-16											
GS-17											
GS-18											

COI

1969 MINORITY GROUP STUDY

TABLE 1-32a

CANAL ZONE GOVERNMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	1	1	100.0								
UP THRU $ 4,999	1	1	100.0								
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-32b

CANAL ZONE GOVERNMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	978	28	2.9	24	2.5	4	.4			922	94.3
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499	4	4	100.0								
$ 6,500-$ 6,999	5	3	60.0	2	40.0						
$ 7,000-$ 7,999	150	9	6.0	4	2.7					137	91.3
$ 8,000-$ 8,999	222	8	3.6	7	3.2	2	.9			205	92.3
$ 9,000-$ 9,999	144	4	2.8	4	2.8	1	.7			135	93.8
$10,000-$11,999	238			5	2.1	1	.4			232	97.5
$12,000-$13,999	155			1	.6					154	99.4
$14,000-$15,999	17									17	100.0
$16,000-$17,999	18									18	100.0
$18,000-$19,999	9									9	100.0
$20,000-$21,999	1									1	100.0
$22,000-$23,999	3									3	100.0
$24,000-$25,999	5									5	100.0
$26,000-$27,999	3			1	33.3					2	66.7
$28,000-$29,999											
$30,000 AND OVER	4									4	100.0

1969 MINORITY GROUP STUDY

CIVIL AERONAUTICS BOARD

TABLE 1-33

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	630	104	16.5	1	.2			2	.3	523	83.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	601	91	15.1	1	.2			2	.3	507	84.4
GS- 1	1	1	100.0								
GS- 2	4	3	75.0							1	25.0
GS- 3	13	9	69.2							4	30.8
GS- 4	19	11	57.9							8	42.1
GS- 5	47	18	38.3					1	2.1	28	59.6
GS- 6	63	24	38.1							39	61.9
GS- 7	61	12	19.7							49	80.3
GS- 8	16	3	18.8							12	75.0
GS- 9	50	3	6.0					1	6.3	47	94.0
GS-10	3	1	33.3							2	66.7
GS-11	56	1	1.8	1	1.8					54	96.4
GS-12	51	2	3.9							49	96.1
GS-13	76	2	2.6							74	97.4
GS-14	60	1	1.7							59	98.3
GS-15	38									38	100.0
GS-16	32									32	100.0
GS-17	8									8	100.0
GS-18	3									3	100.0

90-109

397-650 O - 70 - 8

1969 MINORITY GROUP STUDY

TABLE 1-33a

CIVIL AERONAUTICS BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	14	13	92.9							1	7.1
UP THRU $ 4,999	1	1	100.0								
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999	4	4	100.0								
$ 7,000-$ 7,999	5	4	80.0							1	20.0
$ 8,000-$ 8,999	2	2	100.0								
$ 9,000-$ 9,999	1	1	100.0								
$10,000-$11,999	1	1	100.0								
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-33b

CIVIL AERONAUTICS BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	15									15	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999	4									4	100.0
$12,000-$13,999	1									1	100.0
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999	1									1	100.0
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999	1									1	100.0
$28,000-$29,999	1									1	100.0
$30,000 AND OVER	7									7	100.0

1969 MINORITY GROUP STUDY

TABLE 1-34

CIVIL SERVICE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,886	1,123	23.0	118	2.4	6	.1	29	.6	3,610	73.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,839	1,092	22.6	118	2.4	6	.1	29	.6	3,594	74.3
GS- 1	24	19	79.2	2	8.3					3	12.5
GS- 2	257	115	44.7	7	2.7			1	.4	134	52.1
GS- 3	700	280	40.0	27	3.9	1	.1	5	.7	387	55.3
GS- 4	685	272	39.7	28	4.1	2	.3	6	.9	377	55.0
GS- 5	571	175	30.6	18	3.2	1	.2	6	1.1	371	65.0
GS- 6	143	52	36.4	1	.7					90	62.9
GS- 7	288	51	17.7	3	1.0			1	.3	233	80.9
GS- 8	19	6	31.6							13	68.4
GS- 9	345	48	13.9	6	1.7	1	.3	2	.6	288	83.5
GS-10	24	6	25.0							18	75.0
GS-11	757	24	3.2	12	1.6			6	.8	715	94.5
GS-12	340	14	4.1	6	1.8					320	94.1
GS-13	346	19	5.5	3	.9	1	.3	1	.3	322	93.1
GS-14	169	5	3.0	4	2.4			1	.6	159	94.1
GS-15	124	6	4.8	1	.8					117	94.4
GS-16	27									27	100.0
GS-17	14									14	100.0
GS-18	6									6	100.0

601

1969 MINORITY GROUP STUDY

CIVIL SERVICE COMMISSION

TABLE 1-34a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	43	30	69.8							13	30.2
UP THRU $ 4,999	2	1	50.0							1	50.0
$ 5,000-$ 5,499	5	5	100.0								
$ 5,500-$ 5,999	5	2	40.0							3	60.0
$ 6,000-$ 6,499	3	2	66.7							1	33.3
$ 6,500-$ 6,999	7	7	100.0								
$ 7,000-$ 7,999	16	11	68.8							5	31.3
$ 8,000-$ 8,999	2	1	50.0							1	50.0
$ 9,000-$ 9,999	2	1	50.0							1	50.0
$10,000-$11,999	1									1	100.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY TABLE 1-34b

CIVIL SERVICE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL OTHER PAY SYSTEMS	4	1	25.0							3	75.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	4	1	25.0							3	75.0

1969 MINORITY GROUP STUDY

TABLE 1-35

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	568	291	51.2	39	6.9	2	.4	2	.4	234	41.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	555	281	50.6	38	6.8	2	.4	2	.4	232	41.8
GS- 1											
GS- 2	14	13	92.9							1	7.1
GS- 3	38	27	71.1	1	2.6					10	26.3
GS- 4	65	44	67.7	5	7.7					16	24.6
GS- 5	34	23	67.6	1	2.9			1	2.9	9	26.5
GS- 6	25	17	68.0	2	8.0					6	24.0
GS- 7	50	24	48.0	3	6.0					23	46.0
GS- 8	2	1	50.0					1	50.0		
GS- 9	76	31	40.8	4	5.3					41	53.9
GS-10											
GS-11	81	35	43.2	5	6.2	1	1.2			40	49.4
GS-12	50	20	40.0	3	6.0					27	54.0
GS-13	55	18	32.7	9	16.4	1	1.8			27	49.1
GS-14	31	14	45.2	2	6.5					15	48.4
GS-15	24	8	33.3	3	12.5					13	54.2
GS-16	9	5	55.6							4	44.4
GS-17	1	1	100.0								
GS-18											

1969 MINORITY GROUP STUDY

TABLE 1-35a

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL WAGE SYSTEMS.....	9	9	100.0								
UP THRU $ 4,999	1	1	100.0								
$ 5,000-$ 5,499	1	1	100.0								
$ 5,500-$ 5,999											
$ 6,000-$ 6,499	5	5	100.0								
$ 6,500-$ 6,999	2	2	100.0								
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-35b

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	4	1	25.0	1	25.0					2	50.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	4	1	25.0	1	25.0					2	50.0

1969 MINORITY GROUP STUDY TABLE 1-36

FEDERAL COMMUNICATIONS COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,465	250	17.1	11	.8	1	.1	5	.3	1,198	81.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,423	226	15.9	9	.6	1	.1	5	.4	1,182	83.1
GS- 1	2	2	100.0								
GS- 2	22	13	59.1							9	40.9
GS- 3	55	30	54.5							25	45.5
GS- 4	123	57	46.3	2	1.6					64	52.0
GS- 5	163	52	31.9	1	.6					110	67.5
GS- 6	108	20	18.5					1	.9	87	80.6
GS- 7	140	12	8.6	4	2.9					124	88.6
GS- 8	26	4	15.4			1	3.8			21	80.8
GS- 9	81	6	7.4							75	92.6
GS-10	7	1	14.3							6	85.7
GS-11	167	11	6.6	1	.6			2	1.2	153	91.6
GS-12	143	7	4.9					1	.7	135	94.4
GS-13	137	8	5.8	1	.7					128	93.4
GS-14	108	2	1.9					1	.9	105	97.2
GS-15	94	1	1.1							93	98.9
GS-16	30									30	100.0
GS-17	13									13	100.0
GS-18	4									4	100.0

1969 MINORITY GROUP STUDY

TABLE 1-36a

FEDERAL COMMUNICATIONS COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	35	24	68.6	2	5.7					9	25.7
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999	2									2	100.0
$ 6,000-$ 6,499	7	6	85.7								
$ 6,500-$ 6,999	5	3	60.0	1	20.0					1	14.3
$ 7,000-$ 7,999	9	6	66.7	1	11.1					1	20.0
										2	22.2
$ 8,000-$ 8,999	4	4	100.0								
$ 9,000-$ 9,999	4	4	100.0								
$10,000-$11,999	3	1	33.3								
										2	66.7
$12,000-$13,999	1										
$14,000-$15,999										1	100.0
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-36b

FEDERAL COMMUNICATIONS COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL OTHER PAY SYSTEMS	7									7	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	7									7	100.0

1969 MINORITY GROUP STUDY

TABLE 1-37

FEDERAL DEPOSIT INSURANCE CORPORATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,161	125	5.8	8	.4	1		8	.4	2,019	93.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,097	103	4.9	8	.4	1		8	.4	1,977	94.3
GS- 1	1	1	100.0								
GS- 2	35	13	37.1							22	62.9
GS- 3	84	30	35.7	1	1.2					53	63.1
GS- 4	132	17	12.9			1	.8	3	2.3	111	84.1
GS- 5	108	14	13.0					1	.9	93	86.1
GS- 6	259	8	3.1	1	.4			1	.4	249	96.1
GS- 7	300	1	.3	1	.3					298	99.3
GS- 8	22									22	100.0
GS- 9	380	13	3.4	2	.5			2	.5	363	95.5
GS-10	5									5	100.0
GS-11	173	3	1.7							170	98.3
GS-12	242			1	.4					241	99.6
GS-13	162	1	.6	2	1.2					159	98.1
GS-14	105	1	1.0							104	99.0
GS-15	47	1	2.1							46	97.9
GS-16	26										
GS-17	6							1	3.8	25	96.2
GS-18	10									6	100.0
										10	100.0

1969 MINORITY GROUP STUDY

TABLE 1-37a

FEDERAL DEPOSIT INSURANCE CORPORATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	13	12	92.3							1	7.7
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999	1	1	100.0								
$ 6,000-$ 6,499											
$ 6,500-$ 6,999	6	5	83.3							1	16.7
$ 7,000-$ 7,999	4	4	100.0								
$ 8,000-$ 8,999	2	2	100.0								
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-37b

FEDERAL DEPOSIT INSURANCE CORPORATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	51	10	19.6							41	80.4
UP THRU $ 4,999	15	3	20.0							12	80.0
$ 5,000-$ 5,499	10	2	20.0							8	80.0
$ 5,500-$ 5,999	6									6	100.0
$ 6,000-$ 6,499	9	4	44.4							5	55.6
$ 6,500-$ 6,999	3									3	100.0
$ 7,000-$ 7,999	3	1	33.3							2	66.7
$ 8,000-$ 8,999	2									2	100.0
$ 9,000-$ 9,999											
$10,000-$11,999	1									1	100.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	2									2	100.0

1969 MINORITY GROUP STUDY

TABLE 1-38

FEDERAL HOME LOAN BANK BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,185	76	6.4	5	.4	1	.1	8	.7	1,095	92.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,163	68	5.8	5	.4	1	.1	8	.7	1,081	92.9
GS- 1	1									1	100.0
GS- 2	10	5	50.0							5	50.0
GS- 3	43	15	34.9	1	2.3			1	2.3	26	60.5
GS- 4	74	15	20.3			1	1.4			58	78.4
GS- 5	83	16	19.3					1	1.2	66	79.5
GS- 6	50	4	8.0							46	92.0
GS- 7	42	1	2.4					1	2.4	40	95.2
GS- 8	16	1	6.3					1	6.3	14	87.5
GS- 9	97	3	3.1					2	2.1	92	94.8
GS-10	3									3	100.0
GS-11	227	7	3.1	1	.4					219	96.5
GS-12	221			2	.9			2	.9	217	98.2
GS-13	163	1	.6	1	.6					161	98.8
GS-14	71									71	100.0
GS-15	54									54	100.0
GS-16	5									5	100.0
GS-17	1									1	100.0
GS-18	2									2	100.0

1969 MINORITY GROUP STUDY

TABLE 1-38a

FEDERAL HOME LOAN BANK BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	19	8	42.1							11	57.9
UP THRU $ 4,999	1	1	100.0								
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499	4	4	100.0								
$ 6,500-$ 6,999	4	2	50.0							2	50.0
$ 7,000-$ 7,999	3									3	100.0
$ 8,000-$ 8,999	3	1	33.3							2	66.7
$ 9,000-$ 9,999	2									2	100.0
$10,000-$11,999	2									2	100.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

397-690 O - 70 - 9

1969 MINORITY GROUP STUDY

TABLE 1-38b

FEDERAL HOME LOAN BANK BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	3									3	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	3									3	100.0

1969 MINORITY GROUP STUDY

TABLE 1-39

FEDERAL POWER COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,062	209	19.7	5	.5	1	.1	12	1.1	835	78.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,035	191	18.5	5	.5	1	.1	12	1.2	826	79.8
GS- 1	5	4	80.0							1	20.0
GS- 2	11	6	54.5							5	45.5
GS- 3	19	13	68.4							6	31.6
GS- 4	55	41	74.5							14	25.5
GS- 5	81	37	45.7							44	54.3
GS- 6	88	32	36.4							56	63.6
GS- 7	88	20	22.7	1	1.1					67	76.1
GS- 8	16	1	6.3					1	6.3	14	87.5
GS- 9	70	9	12.9							61	87.1
GS-10	5							1	20.0	4	80.0
GS-11	91	7	7.7					2	2.2	82	90.1
GS-12	147	10	6.8	1	.7			2	1.4	134	91.2
GS-13	121	5	4.1	3	2.5			2	1.7	111	91.7
GS-14	118	4	3.4			1	.8	1	.8	112	94.9
GS-15	78	2	2.6					2	2.6	74	94.9
GS-16	34							1	2.9	33	97.1
GS-17	3									3	100.0
GS-18	5									5	100.0

1969 MINORITY GROUP STUDY

TABLE 1-39a

FEDERAL POWER COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	22	18	81.8							4	18.2
UP THRU $ 4,999											
$ 5,000-$ 5,499	1	1	100.0								
$ 5,500-$ 5,999	3	3	100.0								
$ 6,000-$ 6,499	1	1	100.0								
$ 6,500-$ 6,999	2	2	100.0								
$ 7,000-$ 7,999	9	8	88.9							1	11.1
$ 8,000-$ 8,999	1	1	100.0								
$ 9,000-$ 9,999	3	2	66.7							1	33.3
$10,000-$11,999	2									2	100.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-39b

FEDERAL POWER COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL OTHER PAY SYSTEMS	5					5 100.0
UP THRU $ 4,999						
$ 5,000-$ 5,499						
$ 5,500-$ 5,999						
$ 6,000-$ 6,499						
$ 6,500-$ 6,999						
$ 7,000-$ 7,999						
$ 8,000-$ 8,999						
$ 9,000-$ 9,999						
$10,000-$11,999						
$12,000-$13,999						
$14,000-$15,999						
$16,000-$17,999						
$18,000-$19,999						
$20,000-$21,999						
$22,000-$23,999						
$24,000-$25,999						
$26,000-$27,999						
$28,000-$29,999						
$30,000 AND OVER	5					5 100.0

1969 MINORITY GROUP STUDY

TABLE 1-40

FEDERAL TRADE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,240	245	19.8	5	.4			6	.5	984	79.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,211	234	19.3	5	.4			6	.5	966	79.8
GS- 1	16	15	93.8							1	6.3
GS- 2	50	44	88.0							6	12.0
GS- 3	81	62	76.5	1	1.2			1	1.2	17	21.0
GS- 4	111	48	43.2	3	2.7					60	54.1
GS- 5	129	34	26.4	1	.8			1	.8	93	72.1
GS- 6	59	11	18.6							48	81.4
GS- 7	76	6	7.9					1	1.3	69	90.8
GS- 8	13									13	100.0
GS- 9	47	2	4.3							45	95.7
GS-10	1									1	100.0
GS-11	152	8	5.3							144	94.7
GS-12	89	1	1.1							88	98.9
GS-13	91	3	3.3					2	2.2	86	94.5
GS-14	113							1	.9	112	99.1
GS-15	150									150	100.0
GS-16	28									28	100.0
GS-17	4									4	100.0
GS-18	1									1	100.0

1969 MINORITY GROUP STUDY

TABLE 1-40a

FEDERAL TRADE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	21	11	52.4							10	47.6
UP THRU $ 4,999	2	1	50.0							1	50.0
$ 5,000-$ 5,499	1	1	100.0								
$ 5,500-$ 5,999											
$ 6,000-$ 6,499	2	2	100.0								
$ 6,500-$ 6,999	5	5	100.0								
$ 7,000-$ 7,999	3	1	33.3							2	66.7
$ 8,000-$ 8,999	2									2	100.0
$ 9,000-$ 9,999	3	1	33.3							2	66.7
$10,000-$11,999	3									3	100.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-40b

FEDERAL TRADE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL OTHER PAY SYSTEMS	8					8 100.0
UP THRU $ 4,999						
$ 5,000-$ 5,499						
$ 5,500-$ 5,999						
$ 6,000-$ 6,499						
$ 6,500-$ 6,999						
$ 7,000-$ 7,999						
$ 8,000-$ 8,999						
$ 9,000-$ 9,999						
$10,000-$11,999						
$12,000-$13,999						
$14,000-$15,999						
$16,000-$17,999						
$18,000-$19,999						
$20,000-$21,999	1					1 100.0
$22,000-$23,999	2					2 100.0
$24,000-$25,999						
$26,000-$27,999						
$28,000-$29,999						
$30,000 AND OVER	5					5 100.0

1969 MINORITY GROUP STUDY

TABLE 1-41

GENERAL ACCOUNTING OFFICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,401	624	14.2	29	.7	2		16	.4	3,730	84.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,357	592	13.6	29	.7	2		16	.4	3,718	85.3
GS- 1	11	11	100.0								
GS- 2	57	44	77.2							13	22.8
GS- 3	250	192	76.8	3	1.2					55	22.0
GS- 4	282	153	54.3	1	.4			2	.7	126	44.7
GS- 5	217	85	39.2	4	1.8			1	.5	127	58.5
GS- 6	119	31	26.1					1	.8	87	73.1
GS- 7	484	20	4.1					3	.6	461	95.2
GS- 8	97	5	5.2							92	94.8
GS- 9	568	31	5.5	3	.5	1	.2	5	.9	528	93.0
GS-10	15									15	100.0
GS-11	499	15	3.0	4	.8			1	.2	479	96.0
GS-12	608	4	.7	10	1.6	1	.2			593	97.5
GS-13	558			4	.7			2	.4	552	98.9
GS-14	376							1	.3	375	99.7
GS-15	155	1	.6							154	99.4
GS-16	42									42	100.0
GS-17	11									11	100.0
GS-18	8									8	100.0

130

1969 MINORITY GROUP STUDY

TABLE 1-41a

GENERAL ACCOUNTING OFFICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	41	32	78.0							9	22.0
UP THRU $ 4,999											
$ 5,000-$ 5,499	9	9	100.0								
$ 5,500-$ 5,999	4	3	75.0							1	25.0
$ 6,000-$ 6,499	1	1	100.0								
$ 6,500-$ 6,999	11	9	81.8							2	18.2
$ 7,000-$ 7,999	5	5	100.0								
$ 8,000-$ 8,999	9	5	55.6							4	44.4
$ 9,000-$ 9,999	2									2	100.0
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-41b

GENERAL ACCOUNTING OFFICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL OTHER PAY SYSTEMS	3									3	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	3									3	100.0

1969 MINORITY GROUP STUDY

TABLE 1-42

GENERAL SERVICES ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	36,274	13,317	36.7	918	2.5	85	.2	389	1.1	21,565	59.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	18,039	4,082	22.6	271	1.5	31	.2	182	1.0	13,473	74.7
GS- 1	51	18	35.3	1	2.0	1	2.0			31	60.8
GS- 2	369	209	56.6	10	2.7	1	.3	6	1.6	143	38.8
GS- 3	2,608	970	37.2	67	2.6	6	.2	22	.8	1,543	59.2
GS- 4	3,287	1,119	34.0	64	1.9	4	.1	27	.8	2,073	63.1
GS- 5	2,972	932	31.4	57	1.9	8	.3	42	1.4	1,933	65.0
GS- 6	898	248	27.6	7	.8	2	.2	5	.6	636	70.8
GS- 7	1,347	221	16.4	19	1.4	4	.3	16	1.2	1,087	80.7
GS- 8	157	38	24.2							119	75.8
GS- 9	1,218	148	12.2	9	.7	2	.2	16	1.3	1,043	85.6
GS-10	56	13	23.2							43	76.8
GS-11	1,617	80	4.9	22	1.4	1	.1	25	1.5	1,489	92.1
GS-12	1,430	46	3.2	10	.7			17	1.2	1,357	94.9
GS-13	1,085	26	2.4	5	.5	1	.1	5	.5	1,048	96.6
GS-14	562	10	1.8			1	.2	1	.2	550	97.9
GS-15	313	3	1.0							310	99.0
GS-16	39									39	100.0
GS-17	25	1	4.0							24	96.0
GS-18	5									5	100.0

1969 MINORITY GROUP STUDY

TABLE 1-42a

GENERAL SERVICES ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	18,211	9,235	50.7	647	3.6	54	.3	207	1.1	8,068	44.3
UP THRU $ 4,999	2,461	2,122	86.2	105	4.3	1		3	.1	230	9.3
$ 5,000-$ 5,499	1,445	978	67.7	57	3.9	3	.2			407	28.2
$ 5,500-$ 5,999	2,554	1,618	63.4	98	3.8	8	.3	11	.4	819	32.1
$ 6,000-$ 6,499	2,068	1,172	56.7	104	5.0	5	.2	62	3.0	725	35.1
$ 6,500-$ 6,999	1,794	955	53.2	82	4.6	6	.3	69	3.8	682	38.0
$ 7,000-$ 7,999	2,638	1,028	39.0	97	3.7	9	.3	24	.9	1,480	56.1
$ 8,000-$ 8,999	3,198	964	30.1	77	2.4	14	.4	25	.8	2,118	66.2
$ 9,000-$ 9,999	1,193	271	22.7	21	1.8	3	.3	6	.5	892	74.8
$10,000-$11,999	675	117	17.3	6	.9	5	.7	5	.7	542	80.3
$12,000-$13,999	173	10	5.8					2	1.2	161	93.1
$14,000-$15,999	9									9	100.0
$16,000-$17,999	2									2	100.0
$18,000-$19,999	1									1	100.0
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-43b

GENERAL SERVICES ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	24									24	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999	2									2	100.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999	2									2	100.0
$18,000-$19,999	5									5	100.0
$20,000-$21,999	1									1	100.0
$22,000-$23,999	3									3	100.0
$24,000-$25,999	1									1	100.0
$26,000-$27,999	2									2	100.0
$28,000-$29,999											
$30,000 AND OVER	8									8	100.0

136

1969 MINORITY GROUP STUDY

TABLE 1-43

GOVERNMENT PRINTING OFFICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,417	3,528	47.6	33	.4	6	.1	10	.1	3,840	51.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,460	791	54.2	4	.3	3	.2	2	.1	660	45.2
GS- 1	5	4	80.0							1	20.0
GS- 2	74	63	85.1							11	14.9
GS- 3	391	304	77.7	2	.5					85	21.7
GS- 4	329	228	69.3	1	.3	1	.3	1	.3	98	29.8
GS- 5	223	113	50.7	1	.4	2	.9			107	48.0
GS- 6	74	30	40.5							44	59.5
GS- 7	94	31	33.0							63	67.0
GS- 8	15	5	33.3							10	66.7
GS- 9	66	9	13.6					1	1.5	56	84.8
GS-10	6									6	100.0
GS-11	53	2	3.8							51	96.2
GS-12	36	1	2.8							35	97.2
GS-13	36	1	2.8							35	97.2
GS-14	29									29	100.0
GS-15	20									20	100.0
GS-16	8									8	100.0
GS-17											
GS-18	1									1	100.0

1969 MINORITY GROUP STUDY

TABLE 1-43a

GOVERNMENT PRINTING OFFICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	5,942	2,737	46.1	29	.5	3	.1	8	.1	3,165	53.3
UP THRU $ 4,999	7	7	100.0								
$ 5,000-$ 5,499	254	233	91.7	2	.8			2	.8	17	6.7
$ 5,500-$ 5,999	354	324	91.5	2	.6					28	7.9
$ 6,000-$ 6,499	1,080	863	79.9	5	.5	1	.1			211	19.5
$ 6,500-$ 6,999	573	496	86.6	2	.3			1	.2	74	12.9
$ 7,000-$ 7,999	443	385	86.9	2	.5					56	12.6
$ 8,000-$ 8,999	224	133	59.4	3	1.3			2	.9	86	38.4
$ 9,000-$ 9,999	135	41	30.4	4	3.0	1	.7			89	65.9
$10,000-$11,999	2,556	241	9.4	9	.4	1		3	.1	2,302	90.1
$12,000-$13,999	300	14	4.7							286	95.3
$14,000-$15,999	16									16	100.0
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-43b

GOVERNMENT PRINTING OFFICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	PCT	SPANISH SURNAMED NUMBER	PCT	AMERICAN INDIAN NUMBER	PCT	ORIENTAL NUMBER	PCT	ALL OTHER EMPLOYEES NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	15									15	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999	1									1	100.0
$12,000-$13,999	1									1	100.0
$14,000-$15,999	9									9	100.0
$16,000-$17,999	1									1	100.0
$18,000-$19,999	1									1	100.0
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	2									2	100.0

397-650 O - 70 - 10

1969 MINORITY GROUP STUDY

TABLE 1-44

UNITED STATES INFORMATION AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,838	691	14.3	79	1.6			155	3.2	3,913	80.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,431	575	23.7	53	2.2			138	5.7	1,665	68.5
GS- 1											
GS- 2	99	73	73.7							26	26.3
GS- 3	118	69	58.5	1	.8					48	40.7
GS- 4	125	71	56.8							54	43.2
GS- 5	193	98	50.8	1	.5					94	48.7
GS- 6	158	82	51.9	3	1.9			1	.6	72	45.6
GS- 7	208	72	34.6	2	1.0					134	64.4
GS- 8	34	12	35.3	1	2.9			2	5.9	19	55.9
GS- 9	235	41	17.4	3	1.3			39	16.6	152	64.7
GS-10	61	12	19.7	1	1.6			33	54.1	15	24.6
GS-11	329	28	8.5	24	7.3			42	12.8	235	71.4
GS-12	293	8	2.7	13	4.4			13	4.4	259	88.4
GS-13	280	6	2.1	3	1.1			7	2.5	264	94.3
GS-14	182	3	1.6	1	.5			1	.5	177	97.3
GS-15	89									89	100.0
GS-16	15									15	100.0
GS-17	6									6	100.0
GS-18	6									6	100.0

1969 MINORITY GROUP STUDY

TABLE 1-44a

UNITED STATES INFORMATION AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	435	53	12.2	5	1.1			2	.5	375	86.2
UP THRU $ 4,999	2	2	100.0								
$ 5,000-$ 5,499	2	2	100.0								
$ 5,500-$ 5,999	10	3	30.0							7	70.0
$ 6,000-$ 6,499	4	3	75.0							1	25.0
$ 6,500-$ 6,999	27	11	40.7	3	11.1					13	48.1
$ 7,000-$ 7,999	38	19	50.0							19	50.0
$ 8,000-$ 8,999	15	3	20.0							12	80.0
$ 9,000-$ 9,999	15	6	40.0							9	60.0
$10,000-$11,999	40	1	2.5							39	97.5
$12,000-$13,999	231	3	1.3	2	.9			2	.9	224	97.0
$14,000-$15,999	51									51	100.0
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-44b

UNITED STATES INFORMATION AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	1,972	63	3.2	21	1.1			15	.8	1,873	95.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999	3							1	33.3	2	66.7
$ 6,000-$ 6,499	17									17	100.0
$ 6,500-$ 6,999	19	1	5.3	2	10.5					16	84.2
$ 7,000-$ 7,999	41	1	2.4	2	4.9			1	2.4	37	90.2
$ 8,000-$ 8,999	86	4	4.7	2	2.3					80	93.0
$ 9,000-$ 9,999	85	7	8.2	3	3.5			1	1.2	74	87.1
$10,000-$11,999	200	3	1.5	5	2.5			2	1.0	190	95.0
$12,000-$13,999	188	5	2.7	3	1.6					180	95.7
$14,000-$15,999	168	8	4.8	1	.6			1	.6	158	94.0
$16,000-$17,999	222	12	5.4	1	.5			1	.5	208	93.7
$18,000-$19,999	265	8	3.0	1	.4			5	1.9	251	94.7
$20,000-$21,999	140	2	1.4					1	.7	137	97.9
$22,000-$23,999	273	8	2.9					1	.4	264	96.7
$24,000-$25,999	49									49	100.0
$26,000-$27,999	35	1	2.9					1	2.9	33	94.3
$28,000-$29,999	123	2	1.6	1	.8					120	97.6
$30,000 AND OVER	58	1	1.7							57	98.3

1969 MINORITY GROUP STUDY

TABLE 1-45

INTERSTATE COMMERCE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,801	366	20.3	5	.3			6	.3	1,424	79.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,749	332	19.0	5	.3			6	.3	1,406	80.4
GS- 1	3	3	100.0								
GS- 2	43	37	86.0							6	14.0
GS- 3	103	81	78.6	1	1.0			1	1.0	20	19.4
GS- 4	167	95	56.9	1	.6			2	1.2	69	41.3
GS- 5	232	62	26.7					3	1.3	167	72.0
GS- 6	84	21	25.0							63	75.0
GS- 7	77	18	23.4							59	76.6
GS- 8	33									33	100.0
GS- 9	136	7	5.1	1	.7					128	94.1
GS-10	39	1	2.6							38	97.4
GS-11	127	5	3.9							122	96.1
GS-12	278			2	.7					276	99.3
GS-13	118	1	.8							117	99.2
GS-14	83	1	1.2							82	98.8
GS-15	100									100	100.0
GS-16	113									113	100.0
GS-17	10									10	100.0
GS-18	3									3	100.0

1969 MINORITY GROUP STUDY

TABLE 1-45a

INTERSTATE COMMERCE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL WAGE SYSTEMS.....	42	34	81.0							8	19.0
UP THRU $ 4,999											
$ 5,000-$ 5,499	2	2	100.0								
$ 5,500-$ 5,999	2	2	100.0								
$ 6,000-$ 6,499	1	1	100.0								
$ 6,500-$ 6,999	3	3	100.0								
$ 7,000-$ 7,999	12	12	100.0								
$ 8,000-$ 8,999	14	12	85.7							2	14.3
$ 9,000-$ 9,999	2	2	100.0								
$10,000-$11,999	6									6	100.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-45b

INTERSTATE COMMERCE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	PCT	SPANISH SURNAMED NUMBER	PCT	AMERICAN INDIAN NUMBER	PCT	ORIENTAL NUMBER	PCT	ALL OTHER EMPLOYEES NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	10									10	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	10									10	100.0

1969 MINORITY GROUP STUDY TABLE 1-46

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	32,350	1,013	3.1	240	.7	19	.1	202	.6	30,876	95.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	28,695	740	2.6	182	.6	18	.1	183	.6	27,572	96.1
GS- 1	5	2	40.0							3	60.0
GS- 2	154	40	26.0	1	.6					113	73.4
GS- 3	596	54	9.1	4	.7			3	.5	535	89.8
GS- 4	1,324	86	6.5	12	.9	2	.2	5	.4	1,219	92.1
GS- 5	1,907	73	3.8	19	1.0	2	.1	12	.6	1,801	94.4
GS- 6	802	55	6.9	8	1.0	1	.1	8	1.0	730	91.0
GS- 7	1,317	79	6.0	3	.2	1	.1	5	.4	1,229	93.3
GS- 8	478	14	2.9					1	.2	463	96.9
GS- 9	2,360	88	3.7	16	.7			9	.4	2,247	95.2
GS-10	344	3	.9	1	.3			1	.3	339	98.5
GS-11	3,443	98	2.8	31	.9	2	.1	16	.5	3,296	95.7
GS-12	4,464	79	1.8	29	.6	2		28	.6	4,326	96.9
GS-13	5,515	49	.9	37	.7	5	.1	48	.9	5,376	97.5
GS-14	3,525	16	.5	20	.6	3	.1	31	.9	3,455	98.0
GS-15	2,147	2	.1	1				16	.7	2,128	99.1
GS-16	314	2	.6							312	99.4
GS-17											
GS-18											

1969 MINORITY GROUP STUDY

TABLE 1-46a

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	3,263	273	8.4	58	1.8	1		18	.6	2,913	89.3
UP THRU $ 4,999	31	9	29.0							22	71.0
$ 5,000-$ 5,499	17	3	17.6							14	82.4
$ 5,500-$ 5,999	28	15	53.6							13	46.4
$ 6,000-$ 6,499	135	48	35.6	1	.7			2	1.5	84	62.2
$ 6,500-$ 6,999	160	50	31.3	3	1.9			1	.6	106	66.3
$ 7,000-$ 7,999	364	79	21.7	10	2.7			3	.8	272	74.7
$ 8,000-$ 8,999	479	35	7.3	3	.6			2	.4	439	91.6
$ 9,000-$ 9,999	1,160	23	2.0	23	2.0	1	.1	8	.7	1,105	95.3
$10,000-$11,999	688	9	1.3	15	2.2			2	.3	662	96.2
$12,000-$13,999	132	2	1.5	1	.8					129	97.7
$14,000-$15,999	59			2	3.4					57	96.6
$16,000-$17,999	10									10	100.0
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-46b

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	392							1	.3	391	99.7
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999	6									6	100.0
$26,000-$27,999	47									47	100.0
$28,000-$29,999	70									70	100.0
$30,000 AND OVER	269							1	.4	268	99.6

1969 MINORITY GROUP STUDY

TABLE 1-47

NATIONAL LABOR RELATIONS BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,173	301	13.9	18	.8	8	.4	15	.7	1,831	84.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,141	277	12.9	18	.8	8	.4	15	.7	1,823	85.1
GS- 1	1	1	100.0								
GS- 2	19	11	57.9					1	5.3	7	36.8
GS- 3	62	31	50.0			2	3.2	1	1.6	28	45.2
GS- 4	195	56	28.7	8	4.1	3	1.5	4	2.1	124	63.6
GS- 5	302	55	18.2	2	.7	2	.7	5	1.7	238	78.8
GS- 6	122	40	32.8	1	.8			3	2.5	78	63.9
GS- 7	85	18	21.2							67	78.8
GS- 8	14	4	28.6							10	71.4
GS- 9	69	14	20.3			1	1.4	1	1.4	53	76.8
GS-10	7	2	28.6							5	71.4
GS-11	179	9	5.0	1	.6					169	94.4
GS-12	267	16	6.0	5	1.9					246	92.1
GS-13	342	11	3.2							331	96.8
GS-14	242	4	1.7	1	.4					237	97.9
GS-15	108	2	1.9							106	98.1
GS-16	122	3	2.5							119	97.5
GS-17	3									3	100.0
GS-18	2									2	100.0

1969 MINORITY GROUP STUDY

TABLE 1-47a

NATIONAL LABOR RELATIONS BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	26	23	88.5							3	11.5
UP THRU $ 4,999											
$ 5,000-$ 5,499	2	2	100.0								
$ 5,500-$ 5,999											
$ 6,000-$ 6,499	4	3	75.0							1	25.0
$ 6,500-$ 6,999	7	7	100.0								
$ 7,000-$ 7,999	10	9	90.0							1	10.0
$ 8,000-$ 8,999	1	1	100.0								
$ 9,000-$ 9,999	1	1	100.0								
$10,000-$11,999	1									1	100.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-47b

NATIONAL LABOR RELATIONS BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	6	1	16.7							5	83.3
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	6	1	16.7							5	83.3

1969 MINORITY GROUP STUDY

TABLE 1-48

NATIONAL SCIENCE FOUNDATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	931	146	15.7	5	.5			7	.8	773	83.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	912	137	15.0	5	.5			7	.8	763	83.7
GS- 1											
GS- 2	10	5	50.0							5	50.0
GS- 3	13	6	46.2							7	53.8
GS- 4	40	20	50.0							20	50.0
GS- 5	91	34	37.4					2	2.2	55	60.4
GS- 6	129	40	31.0	1	.8					88	68.2
GS- 7	89	16	18.0	2	2.2					71	79.8
GS- 8	21	2	9.5							19	90.5
GS- 9	50	7	14.0					1	2.0	42	84.0
GS-10	3	1	33.3							2	66.7
GS-11	44	1	2.3	1	2.3					42	95.5
GS-12	53							1	1.9	52	98.1
GS-13	71	2	2.8							69	97.2
GS-14	89	2	2.2					1	1.1	86	96.6
GS-15	125							1	.8	124	99.2
GS-16	52			1	1.9			1	1.9	50	96.2
GS-17	21									21	100.0
GS-18	11	1	9.1							10	90.9

1969 MINORITY GROUP STUDY

TABLE 1-48a

NATIONAL SCIENCE FOUNDATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL WAGE SYSTEMS.....	10	9	90.0							1	10.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999	3	3	100.0								
$ 7,000-$ 7,999	2	2	100.0								
$ 8,000-$ 8,999	1	1	100.0								
$ 9,000-$ 9,999	3	3	100.0								
$10,000-$11,999	1									1	100.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-48b

NATIONAL SCIENCE FOUNDATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL OTHER PAY SYSTEMS	9									9	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999	1									1	100.0
$12,000-$13,999											
$14,000-$15,999	1									1	100.0
$16,000-$17,999											
$18,000-$19,999	2									2	100.0
$20,000-$21,999											
$22,000-$23,999	2									2	100.0
$24,000-$25,999	1									1	100.0
$26,000-$27,999											
$28,000-$29,999	1									1	100.0
$30,000 AND OVER	1									1	100.0

1969 MINORITY GROUP STUDY

TABLE 1-49

OFFICE OF ECONOMIC OPPORTUNITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,132	669	31.4	69	3.2	12	.6	15	.7	1,367	64.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,121	663	31.3	68	3.2	12	.6	15	.7	1,363	64.3
GS- 1	11	8	72.7	1	9.1					2	18.2
GS- 2	22	14	63.6					1	4.5	7	31.8
GS- 3	68	35	51.5	5	7.4					28	41.2
GS- 4	104	59	56.7	1	1.0	1	1.0			43	41.3
GS- 5	216	122	56.5	9	4.2	1	.5			84	38.9
GS- 6	151	95	62.9	1	.7	1	.7	1	.7	53	35.1
GS- 7	203	87	42.9	4	2.0			1	.5	111	54.7
GS- 8	23	13	56.5							10	43.5
GS- 9	178	45	25.3	4	2.2	1	.6	2	1.1	126	70.8
GS-10	3									3	100.0
GS-11	184	39	21.2	10	5.4			3	1.6	132	71.7
GS-12	314	56	17.8	11	3.5	5	1.6			242	77.1
GS-13	270	47	17.4	12	4.4			6	2.2	205	75.9
GS-14	215	34	15.8	7	3.3	2	.9	1	.5	171	79.5
GS-15	120	7	5.8	1	.8	1	.8			111	92.5
GS-16	16	1	6.3							15	93.8
GS-17	17	1	5.9	1	5.9					15	88.2
GS-18	6			1	16.7					5	83.3

154

397-650 O - 70 - 11

1969 MINORITY GROUP STUDY

TABLE 1-49a

OFFICE OF ECONOMIC OPPORTUNITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	9	6	66.7	1	11.1					2	22.2
UP THRU $ 4,999	1			1	100.0						
$ 5,000-$ 5,499											
$ 5,500-$ 5,999	2									2	100.0
$ 6,000-$ 6,499	2	2	100.0								
$ 6,500-$ 6,999	2	2	100.0								
$ 7,000-$ 7,999	2	2	100.0								
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-49b

OFFICE OF ECONOMIC OPPORTUNITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	2									2	100.0

1969 MINORITY GROUP STUDY

TABLE 1-50

PANAMA CANAL COMPANY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,408	65	2.7	115	4.8	1		10	.4	2,217	92.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	954	20	2.1	53	5.6			6	.6	875	91.7
GS- 1	2									2	100.0
GS- 2	4			2	50.0			1	25.0	1	25.0
GS- 3	29	8	27.6	4	13.8			1	3.4	16	55.2
GS- 4	87	9	10.3	8	9.2			1	1.1	69	79.3
GS- 5	112	1	.9	9	8.0					102	91.1
GS- 6	72			6	8.3					66	91.7
GS- 7	90	1	1.1	8	8.9					81	90.0
GS- 8	38									38	100.0
GS- 9	100			2	2.0			1	1.0	97	97.0
GS-10	44									44	100.0
GS-11	146			5	3.4			2	1.4	139	95.2
GS-12	137	1	.7	9	6.6					127	92.7
GS-13	58									58	100.0
GS-14	29									29	100.0
GS-15	6									6	100.0
GS-16											
GS-17											
GS-18											

1969 MINORITY GROUP STUDY

TABLE 1-50a

PANAMA CANAL COMPANY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	1,251	45	3.6	62	5.0	1	.1	4	.3	1,139	91.0
UP THRU $ 4,999	112	25	22.3	23	20.5			1	.9	63	56.3
$ 5,000-$ 5,499	3									3	100.0
$ 5,500-$ 5,999	19	6	31.6	6	31.6					7	36.8
$ 6,000-$ 6,499	27	1	3.7	3	11.1					23	85.2
$ 6,500-$ 6,999	36	3	8.3	3	8.3					30	83.3
$ 7,000-$ 7,999	6	6	100.0								
$ 8,000-$ 8,999	194	3	1.5	17	8.8	1	.5	1	.5	172	88.7
$ 9,000-$ 9,999	466			3	.6					463	99.4
$10,000-$11,999	200			2	1.0					198	99.0
$12,000-$13,999	98	1	1.0							97	99.0
$14,000-$15,999	42			2	4.8					40	95.2
$16,000-$17,999	42			2	4.8			1	2.4	39	92.9
$18,000-$19,999	4			1	25.0			1	25.0	2	50.0
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999	1									1	100.0
$26,000-$27,999	1									1	100.0
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-50b

PANAMA CANAL COMPANY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	PCT	SPANISH SURNAMED NUMBER	PCT	AMERICAN INDIAN NUMBER	PCT	ORIENTAL NUMBER	PCT	ALL OTHER EMPLOYEES NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	203									203	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999	8									8	100.0
$14,000-$15,999	14									14	100.0
$16,000-$17,999	46									46	100.0
$18,000-$19,999	23									23	100.0
$20,000-$21,999	13									13	100.0
$22,000-$23,999	87									87	100.0
$24,000-$25.999	4									4	100.0
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	8									8	100.0

1969 MINORITY GROUP STUDY

TABLE 1-51

RAILROAD RETIREMENT BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,691	459	27.1	16	.9	1	.1	4	.2	1,211	71.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,660	442	26.6	16	1.0	1	.1	4	.2	1,197	72.1
GS- 1	2			2	100.0						
GS- 2	99	82	82.8	2	2.0					15	15.2
GS- 3	173	117	67.6	2	1.2					54	31.2
GS- 4	188	88	46.8	3	1.6					97	51.6
GS- 5	247	66	26.7	3	1.2			1	.4	177	71.7
GS- 6	35	12	34.3							23	65.7
GS- 7	205	31	15.1					1	.5	173	84.4
GS- 8	60	12	20.0	1	1.7					47	78.3
GS- 9	93	10	10.8							83	89.2
GS-10	212	12	5.7	2	.9	1	.5			197	92.9
GS-11	142	6	4.2	1	.7			2	1.4	133	93.7
GS-12	105	5	4.8							100	95.2
GS-13	34									34	100.0
GS-14	28	1	3.6							27	96.4
GS-15	28									28	100.0
GS-16	4									4	100.0
GS-17	4									4	100.0
GS-18	1									1	100.0

1969 MINORITY GROUP STUDY

TABLE 1-51a

RAILROAD RETIREMENT BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	28	17	60.7							11	39.3
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499	2	1	50.0							1	50.0
$ 6,500-$ 6,999	8	8	100.0								
$ 7,000-$ 7,999	8	6	75.0							2	25.0
$ 8,000-$ 8,999	1	1	100.0								
$ 9,000-$ 9,999	6									6	100.0
$10,000-$11,999	1	1	100.0								
$12,000-$13,999	2									2	100.0
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-51b

RAILROAD RETIREMENT BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL OTHER PAY SYSTEMS	3									3	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	3									3	100.0

1969 MINORITY GROUP STUDY

TABLE 1-52

SECURITIES AND EXCHANGE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,359	231	17.0	10	.7	4	.3	5	.4	1,109	81.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,335	218	16.3	10	.7	4	.3	5	.4	1,098	82.2
GS- 1											
GS- 2	27	17	63.0							10	37.0
GS- 3	67	43	64.2					1	1.5	23	34.3
GS- 4	96	41	42.7			2	2.1	1	1.0	52	54.2
GS- 5	129	40	31.0	3	2.3	2	1.6	1	.8	83	64.3
GS- 6	100	33	33.0	2	2.0			1	1.0	64	64.0
GS- 7	73	19	26.0							54	74.0
GS- 8	15	2	13.3							13	86.7
GS- 9	50	6	12.0							44	88.0
GS-10	5									5	100.0
GS-11	141	4	2.8	1	.7			1	.7	135	95.7
GS-12	216	6	2.8	1	.5					209	96.8
GS-13	197	3	1.5	3	1.5					191	97.0
GS-14	120	4	3.3							116	96.7
GS-15	61									61	100.0
GS-16	27									27	100.0
GS-17	5									5	100.0
GS-18	6									6	100.0

1969 MINORITY GROUP STUDY

TABLE 1-52a

SECURITIES AND EXCHANGE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	19	13	68.4							6	31.6
UP THRU $ 4,999											
$ 5,000-$ 5,499	1	1	100.0								
$ 5,500-$ 5,999											
$ 6,000-$ 6,499	4	4	100.0								
$ 6,500-$ 6,999	3	2	66.7							1	33.3
$ 7,000-$ 7,999	3	2	66.7							1	33.3
$ 8,000-$ 8,999	1	1	100.0								
$ 9,000-$ 9,999	5	3	60.0							2	40.0
$10,000-$11,999	2									2	100.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-52b

SECURITIES AND EXCHANGE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	5									5	100.0

1969 MINORITY GROUP STUDY

TABLE 1-53

SELECTIVE SERVICE SYSTEM

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,385	403	6.3	102	1.6	13	.2	26	.4	5,841	91.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,085	88	8.1	13	1.2	2	.2	4	.4	978	90.1
GS- 1											
GS- 2	26	6	23.1							20	76.9
GS- 3	173	19	11.0	1	.6			1	.6	152	87.9
GS- 4	231	24	10.4	4	1.7	2	.9	1	.4	200	86.6
GS- 5	187	21	11.2	3	1.6					163	87.2
GS- 6	114	11	9.6	3	2.6					100	87.7
GS- 7	120	1	.8	1	.8					118	98.3
GS- 8	76	1	1.3	1	1.3					74	97.4
GS- 9	64	1	1.6							63	98.4
GS-10	18	2	11.1					1	5.6	15	83.3
GS-11	12	1	8.3							11	91.7
GS-12	15									15	100.0
GS-13	20							1	5.0	19	95.0
GS-14	10	1	10.0							9	90.0
GS-15	17									17	100.0
GS-16	1									1	100.0
GS-17	1									1	100.0
GS-18											

1969 MINORITY GROUP STUDY

TABLE 1-53a

SELECTIVE SERVICE SYSTEM

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	18	16	88.9							2	11.1
UP THRU $ 4,999											
$ 5,000-$ 5,499	1	1	100.0								
$ 5,500-$ 5,999	1	1	100.0								
$ 6,000-$ 6,499	4	4	100.0								
$ 6,500-$ 6,999	3	3	100.0								
$ 7,000-$ 7,999	2	1	50.0							1	50.0
$ 8,000-$ 8,999	6	5	83.3							1	16.7
$ 9,000-$ 9,999											
$10,000-$11,999	1	1	100.0								
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-53b

SELECTIVE SERVICE SYSTEM

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	5,282	299	5.7	89	1.7	11	.2	22	.4	4,861	92.0
UP THRU $ 4,999	386	39	10.1	11	2.8	2	.5	4	1.0	330	85.5
$ 5,000-$ 5,499	699	48	6.9	13	1.9	4	.6	5	.7	629	90.0
$ 5,500-$ 5,999	1,300	69	5.3	13	1.0	3	.2	3	.2	1,212	93.2
$ 6,000-$ 6,499	1,462	60	4.1	23	1.6	1	.1	5	.3	1,373	93.9
$ 6,500-$ 6,999	494	28	5.7	12	2.4	1	.2	2	.4	451	91.3
$ 7,000-$ 7,999	720	43	6.0	14	1.9			1	.1	662	91.9
$ 8,000-$ 8,999	143	9	6.3	2	1.4					132	92.3
$ 9,000-$ 9,999	72	3	4.2	1	1.4			2	2.8	66	91.7
$10,000-$11,999	6									6	100.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-54

SMALL BUSINESS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,072	506	12.4	91	2.2	14	.3	16	.4	3,445	84.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,047	487	12.0	90	2.2	14	.3	16	.4	3,440	85.0
GS- 1	2									2	100.0
GS- 2	25	9	36.0	4	16.0					12	48.0
GS- 3	256	74	28.9	9	3.5	2	.8	1	.4	170	66.4
GS- 4	575	93	16.2	22	3.8	3	.5	3	.5	454	79.0
GS- 5	470	99	21.1	13	2.8			1	.2	357	76.0
GS- 6	287	51	17.8	3	1.0	1	.3	2	.7	230	80.1
GS- 7	182	41	22.5	3	1.6	2	1.1	2	1.1	134	73.6
GS- 8	37	6	16.2							31	83.8
GS- 9	164	23	14.0	9	5.5	2	1.2	2	1.2	128	78.0
GS-10	3			1	33.3					2	66.7
GS-11	438	34	7.8	6	1.4			2	.5	396	90.4
GS-12	785	33	4.2	9	1.1	2	.3	2	.3	739	94.1
GS-13	437	17	3.9	6	1.4	1	.2	1	.2	412	94.3
GS-14	219	4	1.8	3	1.4	1	.5			211	96.3
GS-15	135	3	2.2	2	1.5					130	96.3
GS-16	19									19	100.0
GS-17	8									8	100.0
GS-18	5									5	100.0

1969 MINORITY GROUP STUDY

TABLE 1-54a

SMALL BUSINESS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	20	19	95.0							1	5.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499	2	2	100.0								
$ 6,500-$ 6,999	3	3	100.0								
$ 7,000-$ 7,999	8	8	100.0								
$ 8,000-$ 8,999	5	5	100.0								
$ 9,000-$ 9,999	1	1	100.0								
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999	1										
$16,000-$17,999										1	100.0
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

397-650 O - 70 - 12

1969 MINORITY GROUP STUDY

TABLE 1-54b

SMALL BUSINESS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	5			1	20.0					4	80.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999	1									1	100.0
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	4			1	25.0					3	75.0

1969 MINORITY GROUP STUDY

TABLE 1-55

SMITHSONIAN INSTITUTION
INCLUDES NATIONAL GALLERY OF ART

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,414	949	39.3	8	.3	6	.2	10	.4	1,441	59.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,694	501	29.6	5	.3	6	.4	9	.5	1,173	69.2
GS- 1											
GS- 2	12	8	66.7							4	33.3
GS- 3	99	73	73.7	1	1.0					25	25.3
GS- 4	312	192	61.5								
GS- 5	201	79	39.3	1	.5	2	1.0	1	.3	119	38.1
GS- 6	114	40	35.1							119	59.2
GS- 7	159	45	28.3	2	1.3	2	1.3	2	1.3	74	64.9
GS- 8	28	5	17.9	1	3.6					108	67.9
GS- 9	222	28	12.6					1	.5	22	78.6
GS-10	4									193	86.9
GS-11	147	18	12.2			1	.7	3	2.0	4	100.0
GS-12	111	6	5.4			1	.9	1	.9	125	85.0
GS-13	91	4	4.4					1	1.1	103	92.8
GS-14	104	1	1.0							86	94.5
GS-15	65	2	3.1							103	99.0
GS-16	14									63	96.9
GS-17	11									14	100.0
GS-18										11	100.0

SMITHSONIAN INSTITUTION
INCLUDES NATIONAL GALLERY OF ART

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	677	443	65.4	2	.3					232	34.3
UP THRU $ 4,999	14	14	100.0								
$ 5,000-$ 5,499	80	78	97.5							2	2.5
$ 5,500-$ 5,999	78	76	97.4							2	2.6
$ 6,000-$ 6,499	92	84	91.3							8	8.7
$ 6,500-$ 6,999	51	50	98.0							1	2.0
$ 7,000-$ 7,999	86	57	66.3	1	1.2					28	32.6
$ 8,000-$ 8,999	163	62	38.0	1	.6					100	61.3
$ 9,000-$ 9,999	56	13	23.2							43	76.8
$10,000-$11,999	50	9	18.0							41	82.0
$12,000-$13,999	7									7	100.0
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-55b

SMITHSONIAN INSTITUTION
INCLUDES NATIONAL GALLERY OF ART

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	43	5	11.6	1	2.3			1	2.3	36	83.7
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999	1							1	100.0		
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999	4	2	50.0							2	50.0
$ 8,000-$ 8,999	14	2	14.3							12	85.7
$ 9,000-$ 9,999	6			1	16.7					5	83.3
$10,000-$11,999	3	1	33.3							2	66.7
$12,000-$13,999	1										
$14,000-$15,999	1									1	100.0
$16,000-$17,999										1	100.0
$18,000-$19,999	3										
$20,000-$21,999	2									3	100.0
$22,000-$23,999										2	100.0
$24,000-$25,999	1										
$26,000-$27,999										1	100.0
$28,000-$29,999											
$30,000 AND OVER	7									7	100.0

1969 MINORITY GROUP STUDY

TABLE 1-56

U. S. SOLDIERS' HOME

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,046	541	51.7	1	.1			2	.2	502	48.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	375	219	58.4					2	.5	154	41.1
GS- 1	1									1	100.0
GS- 2	9	8	88.9							1	11.1
GS- 3	157	141	89.8							16	10.2
GS- 4	62	31	50.0							31	50.0
GS- 5	39	14	35.9							25	64.1
GS- 6	20	6	30.0							14	70.0
GS- 7	38	16	42.1							22	57.9
GS- 8	9	2	22.2							7	77.8
GS- 9	21							2	9.5	19	90.5
GS-10	4	1	25.0							3	75.0
GS-11	6									6	100.0
GS-12	7									7	100.0
GS-13	2									2	100.0
GS-14											
GS-15											
GS-16											
GS-17											
GS-18											

1969 MINORITY GROUP STUDY

TABLE 1-56a

U. S. SOLDIERS' HOME

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	436	305	70.0							131	30.0
UP THRU $ 4,999	125	124	99.2							1	.8
$ 5,000-$ 5,499	20	20	100.0								
$ 5,500-$ 5,999	52	48	92.3							4	7.7
$ 6,000-$ 6,499	38	31	81.6							7	18.4
$ 6,500-$ 6,999	54	32	59.3							22	40.7
$ 7,000-$ 7,999	78	39	50.0							39	50.0
$ 8,000-$ 8,999	40	8	20.0							32	80.0
$ 9,000-$ 9,999	15	3	20.0							12	80.0
$10,000-$11,999	13									13	100.0
$12,000-$13,999	1									1	100.0
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-56b

U. S. SOLDIERS' HOME

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	235	17	7.2	1	.4					217	92.3
UP THRU $ 4,999	229	17	7.4	1	.4					211	92.1
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999	1									1	100.0
$16,000-$17,999	1									1	100.0
$18,000-$19,999	1									1	100.0
$20,000-$21,999											
$22,000-$23,999	2									2	100.0
$24,000-$25,999											
$26,000-$27,999	1									1	100.0
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-57

TENNESSEE VALLEY AUTHORITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	20,346	1,519	7.5	11	.1	15	.1	23	.1	18,778	92.3

178

1969 MINORITY GROUP STUDY

TABLE 1-57a

TENNESSEE VALLEY AUTHORITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	12,953	931	7.2	3		8	.1	2		12,009	92.7
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999	325	97	29.8							228	70.2
$ 6,000-$ 6,499	1,373	304	22.1	2	.1	1	.1			1,066	77.6
$ 6,500-$ 6,999	1,363	258	18.9			1	.1	1	.1	1,103	80.9
$ 7,000-$ 7,999	1,985	184	9.3			2	.1			1,799	90.6
$ 8,000-$ 8,999	2,012	25	1.2					1		1,986	98.7
$ 9,000-$ 9,999	1,729	48	2.8							1,681	97.2
$10,000-$11,999	3,946	15	.4	1		4	.1			3,926	99.5
$12,000-$13,999	220									220	100.0
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

179

1969 MINORITY GROUP STUDY

TABLE 1-57b

TENNESSEE VALLEY AUTHORITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	7,393	588	8.0	8	.1	7	.1	21	.3	6,769	91.6
UP THRU $ 4,999	203	42	20.7	3	1.5	1	.5	1	.5	156	76.8
$ 5,000-$ 5,499	175	54	30.9	1	.6	3	1.7			117	66.9
$ 5,500-$ 5,999	487	243	49.9	2	.4					242	49.7
$ 6,000-$ 6,499	399	55	13.8								
$ 6,500-$ 6,999	299	46	15.4					1	.3	343	86.0
$ 7,000-$ 7,999	1,098	76	6.9	1	.1	2	.7	1	.3	250	83.6
						1	.1			1,020	92.9
$ 8,000-$ 8,999	641	20	3.1								
$ 9,000-$ 9,999	419	10	2.4					1	.2	620	96.7
$10,000-$11,999	937	30	3.2	1	.1					409	97.6
								12	1.3	894	95.4
$12,000-$13,999	591	5	.8								
$14,000-$15,999	677	4	.6					2	.3	584	98.8
$16,000-$17,999	577	1	.2					3	.4	670	99.0
										576	99.8
$18,000-$19,999	492	1	.2								
$20,000-$21,999	176	1	.6							491	99.8
$22,000-$23,999	89									175	99.4
										89	100.0
$24,000-$25,999	88										
$26,000-$27,999	8									88	100.0
$28,000-$29,999										8	100.0
$30,000 AND OVER	37									37	100.0

1969 MINORITY GROUP STUDY TABLE 1-58

VETERANS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	146,523	38,205	26.1	3,032	2.1	335	.2	1,089	.7	103,862	70.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	113,110	24,719	21.9	2,026	1.8	234	.2	952	.8	85,179	75.3
GS- 1	170	100	58.8	18	10.6	2	1.2			50	29.4
GS- 2	2,925	1,427	48.8	83	2.8	13	.4	12	.4	1,390	47.5
GS- 3	17,376	6,589	37.9	350	2.0	53	.3	32	.2	10,352	59.6
GS- 4	24,931	7,572	30.4	513	2.1	59	.2	81	.3	16,706	67.0
GS- 5	14,518	4,188	28.8	270	1.9	25	.2	90	.6	9,945	68.5
GS- 6	5,946	1,107	18.6	93	1.6	6	.1	53	.9	4,687	78.8
GS- 7	5,289	757	14.3	93	1.8	13	.2	54	1.0	4,372	82.7
GS- 8	5,298	532	10.0	67	1.3	11	.2	81	1.5	4,607	87.0
GS- 9	13,886	1,376	9.9	158	1.1	16	.1	168	1.2	12,168	87.6
GS-10	1,312	66	5.0	15	1.1	2	.2	12	.9	1,217	92.8
GS-11	6,589	605	9.2	53	.8	15	.2	90	1.4	5,826	88.4
GS-12	5,021	216	4.3	28	.6	7	.1	34	.7	4,736	94.3
GS-13	3,236	72	2.2	40	1.2	6	.2	42	1.3	3,076	95.1
GS-14	2,361	42	1.8	149	6.3	2	.1	120	5.1	2,048	86.7
GS-15	4,020	65	1.6	96	2.4	4	.1	83	2.1	3,772	93.8
GS-16	218	5	2.3							213	97.7
GS-17	10									10	100.0
GS-18	4									4	100.0

1969 MINORITY GROUP STUDY

TABLE 1-58a

VETERANS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	30,945	12,898	41.7	958	3.1	98	.3	131	.4	16,860	54.5
UP THRU $ 4,999	2,743	1,857	67.7	51	1.9	9	.3	3	.1	823	30.0
$ 5,000-$ 5,499	3,038	1,567	51.6	112	3.7	11	.4	6	.2	1,342	44.2
$ 5,500-$ 5,999	4,503	1,886	41.9	152	3.4	15	.3	8	.2	2,442	54.2
$ 6,000-$ 6,499	5,573	2,786	50.0	232	4.2	15	.3	10	.2	2,530	45.4
$ 6,500-$ 6,999	4,209	2,260	53.7	158	3.8	10	.2	28	.7	1,753	41.6
$ 7,000-$ 7,999	4,774	1,483	31.1	119	2.5	16	.3	31	.6	3,125	65.5
$ 8,000-$ 8,999	3,292	643	19.5	79	2.4	15	.5	22	.7	2,533	76.9
$ 9,000-$ 9,999	1,745	306	17.5	41	2.3	4	.2	13	.7	1,381	79.1
$10,000-$11,999	933	107	11.5	13	1.4	3	.3	8	.9	802	86.0
$12,000-$13,999	132	3	2.3	1	.8			2	1.5	126	95.5
$14,000-$15,999	3									3	100.0
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY TABLE 1-58b

VETERANS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	2,468	588	23.8	48	1.9	3	.1	6	.2	1,823	73.9
UP THRU $ 4,999	1,783	499	28.0	34	1.9	1	.1	1	.1	1,248	70.0
$ 5,000-$ 5,499	74	12	16.2					2	2.7	60	81.1
$ 5,500-$ 5,999	39	5	12.8							34	87.2
$ 6,000-$ 6,499	23	3	13.0							20	87.0
$ 6,500-$ 6,999	261	65	24.9	13	5.0	1	.4	3	1.1	179	68.6
$ 7,000-$ 7,999	26	1	3.8							25	96.2
$ 8,000-$ 8,999	35									35	100.0
$ 9,000-$ 9,999	32			1	3.1					31	96.9
$10,000-$11,999	58									58	100.0
$12,000-$13,999	43	1	2.3							42	97.7
$14,000-$15,999	38	1	2.6			1	2.6			36	94.7
$16,000-$17,999	4									4	100.0
$18,000-$19,999	1									1	100.0
$20,000-$21,999											
$22,000-$23,999	2									2	100.0
$24,000-$25,999	2									2	100.0
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	47	1	2.1							46	97.9

1969 MINORITY GROUP STUDY

FEDERAL COURTS

TABLE 1-59

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	192	54	28.1					1	.5	137	71.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	179	45	25.7					1	.6	129	73.7
GS- 1											
GS- 2	7	2	28.6							5	71.4
GS- 3	8	3	37.5							5	62.5
GS- 4	14	10	71.4							4	28.6
GS- 5	29	11	37.9							18	62.1
GS- 6	23	8	34.8							15	65.2
GS- 7	34	10	29.4							24	70.6
GS- 8	2									2	100.0
GS- 9	13	1	7.7							12	92.3
GS-10											
GS-11	2									2	100.0
GS-12	11									11	100.0
GS-13	5							1	20.0	4	80.0
GS-14	6									6	100.0
GS-15	7									7	100.0
GS-16	8									8	100.0
GS-17											
GS-18	1									1	100.0
	4									4	100.0
	1									1	100.0

1969 MINORITY GROUP STUDY

TABLE 1-59a

FEDERAL COURTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	15	9	60.0							6	40.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999	6	6	100.0								
$ 7,000-$ 7,999	1									1	100.0
$ 8,000-$ 8,999	1	1	100.0								
$ 9,000-$ 9,999	4	1	25.0							3	75.0
$10,000-$11,999	3	1	33.3							2	66.7
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 1-59b

FEDERAL COURTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	2									2	100.0

186

INDEX

APPENDIX II

WORLDWIDE -- ALL FEDERAL DEPARTMENTS AND AGENCIES, BY GRADE OR SALARY LEVEL GROUPING, 1969 - 1967

Table		Page
2- 1	All-Agency Summary, November 30, 1969	184
2- 2	All-Agency Summary, November 30, 1967	185
2- 3	Department of State	186
2- 4	Department of the Treasury	188
2- 5	Department of Defense, Summary	190
2- 6	Office of the Secretary of Defense and Other Defense Activities	192
2- 7	Department of the Army	194
2- 8	Department of the Navy	196
2- 9	Department of the Air Force	198
2-10	Department of Justice	200
2-11	Post Office Department	202
2-12	Department of Interior	204
2-13	Department of Agriculture	206
2-14	Department of Commerce	208
2-15	Department of Labor	210
2-16	Department of Health, Education, and Welfare	212
2-17	Department of Housing and Urban Development	214
2-18	Department of Transportation	216
2-19	Administrative Conference of the United States	218
2-20	Advisory Commission on an All-Volunteer Armed Force	220
2-21	Advisory Commission on Intergovernmental Relations	222
2-22	American Battle Monuments Commission	224
2-23	American Revolution Bicentennial Commission	226
2-24	Appalachian Regional Commission	228
2-25	Arms Control and Disarmament Agency	230
2-26	Atlantic-Pacific Interoceanic Canal Study Commission	232
2-27	Atomic Energy Commission	234
2-28	Board of Governors, Federal Reserve System	236
2-29	Bureau of the Budget	238
2-30	Cabinet Task Force on Oil Import Control	240
2-31	Canal Zone Government	242
2-32	Civil Aeronautics Board	244
2-33	Civil Service Commission	246
2-34	Coastal Plains Regional Commission	248
2-35	Commission on Civil Rights	250
2-36	Commission of Fine Arts	252
2-37	Commission on Marine Science, Engineering, and Resources	255
2-38	Commission on Obscenity and Pornography	256
2-39	Commission on Political Activity of Government Personnel	259
2-40	Council of Economic Advisers	260
2-41	Delaware River Basin Commission	262
2-42	Equal Employment Opportunity Commission	264
2-43	Export-Import Bank of the United States	266
2-44	Farm Credit Administration	268
2-45	Federal Coal Mine Safety Board of Review	270

Table		Page
2-46	Federal Communications Commission	272
2-47	Federal Deposit Insurance Corporation	274
2-48	Federal Field Committee for Development Planning in Alaska	276
2-49	Federal Home Loan Bank Board	278
2-50	Federal Maritime Commission	280
2-51	Federal Mediation and Conciliation Service	282
2-52	Federal Power Commission	284
2-53	Federal Radiation Council	286
2-54	Federal Trade Commission	288
2-55	Foreign Claims Settlement Commission	290
2-56	Four Corners Regional Commission	292
2-57	General Accounting Office	294
2-58	General Services Administration	296
2-59	Government Printing Office	298
2-60	Indian Claims Commission	300
2-61	Interagency Committee on Mexican-American Affairs	302
2-62	Interstate Commerce Commission	304
2-63	National Advisory Commission on Civil Disorders	307
2-64	National Advisory Commission on Rural Poverty	309
2-65	National Aeronautics and Space Administration	310
2-66	National Aeronautics and Space Council	312
2-67	National Capital Housing Authority	315
2-68	National Capital Planning Commission	316
2-69	National Commission on Product Safety	318
2-70	National Commission on Reform of Federal Criminal Laws	320
2-71	National Commission on the Causes and Prevention of Violence	322
2-72	National Council on Marine Resources and Engineering Development	324
2-73	National Foundation on the Arts and the Humanities	326
2-74	National Labor Relations Board	328
2-75	National Mediation Board	330
2-76	National Science Foundation	332
2-77	National Security Council	334
2-78	National Water Commission	336
2-79	New England Regional Commission	338
2-80	Office of Economic Opportunity	340
2-81	Office of Emergency Preparedness	342
2-82	Office of Science and Technology	344
2-83	Office of Special Representative for Trade Negotiations	346
2-84	Ozarks Regional Commission	348
2-85	Panama Canal Company	350
2-86	President's Advisory Council on Executive Organization	352
2-87	President's Commission on Income Maintenance Programs	354
2-88	President's Commission on Postal Organization	357
2-89	President's Committee on Consumer Interests	358
2-90	President's Committee on Equal Opportunity in Housing	361
2-91	President's Committee on Urban Housing	363
2-92	President's Council on Youth Opportunity	364
2-93	President's Task Force on International Development	366
2-94	Public Land Law Review Commission	368

Table Page

2-95 Railroad Retirement Board..... 370
2-96 Renegotiation Board..... 372
2-97 Securities and Exchange Commission..... 374
2-98 Select Committee on Western Hempisphere Immigration..... 377
2-99 Selective Service System..... 378
2-100 Small Business Administration..... 380
2-101 Smithsonian Institution..... 382
2-102 Subversive Activities Control Board..... 384
2-103 Tax Court of the United States..... 386
2-104 Tennessee Valley Authority..... 388
2-105 United States Information Agency..... 390
2-106 U.S.-Mexico Commission for Border Development and Friendship.... 392
2-107 U.S. Soldiers' Home..... 394
2-108 United States Tariff Commission..... 396
2-109 Upper Great Lakes Regional Commission..... 398
2-110 Veterans Administration..... 400
2-111 Water Resources Council..... 402
2-112 White House Conference on Food, Nutrition, and Health..... 404
2-113 Federal Courts..... 406

NOTE: Data will not show for both years for every agency, since some were established, and others terminated during the interim.

1969 MINORITY GROUP STUDY

TABLE 2-1

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 31,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,601,611	389,251	15.0	73,591	2.8	16,478	.6	21,188	.8	2,101,103	80.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,289,106	137,918	10.7	23,681	1.8	9,752	.8	10,374	.8	1,107,381	85.9
GS- 1 THRU 4	312,042	67,252	21.6	9,180	2.9	5,051	1.6	1,993	.6	228,566	73.2
GS- 5 THRU 8	367,407	47,837	13.0	7,855	2.1	2,616	.7	2,927	.8	306,172	83.3
GS- 9 THRU 11	321,140	16,318	5.1	4,548	1.4	1,465	.5	3,131	1.0	295,678	92.1
GS-12 THRU 13	213,261	5,370	2.5	1,618	.8	473	.2	1,784	.8	204,016	95.7
GS-14 THRU 15	69,937	1,078	1.5	466	.7	140	.2	526	.8	67,727	96.8
GS-16 THRU 18	5,319	63	1.2	14	.3	7	.1	13	.2	5,222	98.2
TOTAL WAGE SYSTEMS.....	560,370	112,093	20.0	31,807	5.7	5,395	1.0	6,449	1.2	404,626	72.2
LP THRU $5,499	48,278	21,945	45.5	3,867	8.0	462	1.0	529	1.1	21,475	44.5
$ 5,500 THRU $ 6,999	151,334	49,366	32.6	9,889	6.5	1,919	1.3	1,556	1.0	88,604	58.5
$ 7,000 THRU $ 7,999	140,799	22,281	15.8	9,667	6.9	1,398	1.0	1,406	1.0	106,047	75.3
$ 8,000 THRU $ 8,999	113,581	11,888	10.5	5,709	5.0	898	.8	1,444	1.3	93,642	82.4
$ 9,000 THRU $ 9,999	50,998	4,191	8.2	1,747	3.4	304	.6	795	1.6	43,961	86.2
$10,000 THRU $13,999	51,538	2,289	4.4	881	1.7	356	.7	690	1.3	47,322	91.8
$14,000 THRU $17,999	3,041	117	3.8	39	1.3	57	1.9	24	.8	2,804	92.2
$18,000 AND OVER	801	16	2.0	8	1.0	1	.1	5	.6	771	96.3
TOTAL POSTAL FIELD SERVICE.....	700,304	136,322	19.5	17,494	2.5	1,182	.2	3,947	.6	541,359	77.3
PFS- 1 THRU 5*	595,654	124,173	20.8	15,847	2.7	992	.2	3,312	.6	451,330	75.8
PFS- 6 THRU 9	84,311	11,343	13.5	1,485	1.8	165	.2	575	.7	70,743	83.9
PFS-10 THRU 12	15,359	623	4.1	127	.8	22	.1	44	.3	14,543	94.7
PFS-13 THRU 16	4,509	170	3.8	33	.7	3	.1	15	.3	4,288	95.1
PFS-17 THRU 19	432	11	2.5	2	.5			1	.2	418	96.8
PFS-20 THRU 21	39	2	5.1							37	94.9
TOTAL OTHER PAY SYSTEMS	51,831	2,918	5.6	609	1.2	149	.3	418	.8	47,737	92.1
LP THRU $6,499	10,076	1,355	13.4	147	1.5	94	.9	48	.5	8,432	83.7
$ 6,500 THRU $ 9,999	17,107	998	5.8	229	1.3	34	.2	187	1.1	15,659	91.5
$10,000 THRU $13,999	8,955	241	2.7	103	1.2	11	.1	82	.9	8,518	95.1
$14,000 THRU $17,999	6,056	141	2.3	48	.8	5	.1	48	.8	5,814	96.0
$18,000 THRU $25,999	5,936	132	2.2	61	1.0	1		39	.7	5,703	96.1
$26,000 AND OVER	3,701	51	1.4	21	.6	4	.1	14	.4	3,611	97.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 2-2

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,621,939	390,842	14.9	68,945	2.6	16,469	.6	20,416	.8	2,125,267	81.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,270,051	133,626	10.5	21,450	1.7	9,606	.8	9,269	.7	1,096,100	86.3
GS- 1 THRU 4	369,968	75,846	20.5	9,687	2.6	5,500	1.5	2,078	.6	276,857	74.8
GS- 5 THRU 8	349,020	40,496	11.6	6,688	1.9	2,476	.7	2,790	.8	296,572	85.0
GS- 9 THRU 11	296,560	12,631	4.3	3,631	1.2	1,147	.4	2,630	.9	276,521	93.2
GS-12 THRU 13	188,514	3,893	2.1	1,102	.6	381	.2	1,401	.7	181,737	96.4
GS-14 THRU 15	60,497	696	1.2	333	.6	97	.2	363	.6	59,008	97.5
GS-16 THRU 18	5,492	66	1.2	9	.2	5	.1	7	.1	5,405	98.4
TOTAL WAGE SYSTEMS.....	596,647	121,829	20.4	32,024	5.4	5,725	1.0	6,928	1.2	430,141	72.1
UP THRU $5,499	137,672	55,742	40.5	9,593	7.0	2,344	1.7	1,066	.8	68,927	50.1
$ 5,500 THRU $ 6,999	228,535	47,432	20.8	14,869	6.5	2,367	1.0	2,526	1.1	161,341	70.6
$ 7,000 THRU $ 7,999	147,116	15,396	10.5	5,862	4.0	708	.5	2,232	1.5	122,918	83.6
$ 8,000 THRU $ 8,999	42,421	2,300	5.4	1,239	2.9	157	.4	516	1.2	38,209	90.1
$ 9,000 THRU $ 9,999	26,997	789	2.9	330	1.2	83	.3	423	1.6	25,372	94.0
$10,000 THRU $13,999	13,055	166	1.3	124	.9	62	.5	160	1.2	12,543	96.1
$14,000 THRU $17,999	759	4	.5	5	.7	4	.5	5	.7	741	97.6
$18,000 AND OVER	92			2	2.2					90	97.8
TOTAL POSTAL FIELD SERVICE.....	698,346	132,011	18.9	14,776	2.1	1,057	.2	3,758	.5	546,744	78.3
PFS- 1 THRU 4*	601,160	123,632	20.6	13,626	2.3	917	.2	3,337	.6	459,648	76.5
PFS- 5 THRU 8	77,746	7,805	10.0	1,034	1.3	124	.2	374	.5	68,409	88.0
PFS- 9 THRU 11	14,985	467	3.1	87	.6	13	.1	39	.3	14,379	96.0
PFS-12 THRU 15	4,050	97	2.4	27	.7	3	.1	7	.2	3,916	96.7
PFS-16 THRU 18	369	7	1.9	2	.5			1	.3	359	97.3
PFS-19 THRU 20	36	3	8.3							33	91.7
TOTAL OTHER PAY SYSTEMS	56,895	3,376	5.9	695	1.2	81	.1	461	.8	52,282	91.9
UP THRU $6,499	17,493	2,325	13.3	338	1.9	51	.3	173	1.0	14,606	83.5
$ 6,500 THRU $ 9,999	15,724	596	3.8	169	1.1	18	.1	162	1.0	14,779	94.0
$10,000 THRU $13,999	10,122	240	2.4	81	.8	4		73	.7	9,724	96.1
$14,000 THRU $17,999	7,033	129	1.8	60	.9	4	.1	33	.5	6,807	96.8
$18,000 AND OVER	6,523	86	1.3	47	.7	4	.1	20	.3	6,366	97.6
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

DEPARTMENT OF STATE
INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT AND PEACE CORPS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21,889	2,771	12.7	510	2.3	33	.2	203	.9	18,372	83.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,808	1,787	30.8	134	2.3	20	.3	65	1.1	3,802	65.5
GS- 1 THRU 4	813	486	59.8	30	3.7	4	.5	2	.2	291	35.8
GS- 5 THRU 8	2,281	1,008	44.2	63	2.8	15	.7	36	1.6	1,159	50.8
GS- 9 THRU 11	1,062	218	20.5	23	2.2	1	.1	20	1.9	800	75.3
GS-12 THRU 13	817	61	7.5	10	1.2			2	.2	744	91.1
GS-14 THRU 15	797	13	1.6	7	.9			5	.6	772	96.9
GS-16 THRU 18	38	1	2.6	1	2.6					36	94.7
TOTAL WAGE SYSTEMS.....	322	173	53.7	105	32.6			1	.3	43	13.4
UP THRU $5,499	48	18	37.5	28	58.3					2	4.2
$ 5,500 THRU $ 6,999	101	50	49.5	39	38.6			1	1.0	11	10.9
$ 7,000 THRU $ 7,999	88	60	68.2	18	20.5					10	11.4
$ 8,000 THRU $ 8,999	57	31	54.4	16	28.1					10	17.5
$ 9,000 THRU $ 9,999	20	11	55.0	4	20.0					5	25.0
$10,000 THRU $13,999	8	3	37.5							5	62.5
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	15,759	811	5.1	271	1.7	13	.1	137	.9	14,527	92.2
UP THRU $6,499	393	85	21.6	11	2.8	1	.3	5	1.3	291	74.0
$ 6,500 THRU $ 9,999	3,932	363	9.2	99	2.5	7	.2	41	1.0	3,422	87.0
$10,000 THRU $13,999	4,045	153	3.8	68	1.7	2		33	.8	3,789	93.7
$14,000 THRU $17,999	2,383	85	3.6	30	1.3			26	1.1	2,242	94.1
$18,000 THRU $25,999	3,231	93	2.9	50	1.5	1		28	.9	3,059	94.7
$26,000 AND OVER	1,775	32	1.8	13	.7	2	.1	4	.2	1,724	97.1

192

1969 MINORITY GROUP STUDY

TABLE 2-3a

DEPARTMENT OF STATE
INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT AND PEACE CORPS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	24,737	2,608	10.5	488	2.0	36	.1	208	.8	21,397	86.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,235	1,664	26.7	116	1.9	20	.3	59	.9	4,376	70.2
GS- 1 THRU 4	915	441	48.2	28	3.1					446	48.7
GS- 5 THRU 8	2,429	997	41.0	50	2.1	17	.7	35	1.4	1,330	54.8
GS- 9 THRU 11	1,137	173	15.2	23	2.0	3	.3	16	1.4	922	81.1
GS-12 THRU 13	882	42	4.8	8	.9			2	.2	830	94.1
GS-14 THRU 15	821	10	1.2	6	.7			6	.7	799	97.3
GS-16 THRU 18	51	1	2.0	1	2.0					49	96.1
TOTAL WAGE SYSTEMS.....	340	157	46.2	116	34.1			1	.3	66	19.4
UP THRU $5,499	90	20	22.2	61	67.8					9	10.0
$ 5,500 THRU $ 6,999	173	114	65.9	32	18.5			1	.6	26	15.0
$ 7,000 THRU $ 7,999	48	16	33.3	20	41.7					12	25.0
$ 8,000 THRU $ 8,999	20	6	30.0	3	15.0					11	55.0
$ 9,000 THRU $ 9,999	8	1	12.5							7	87.5
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	18,162	787	4.3	256	1.4	16	.1	148	.8	16,955	93.4
UP THRU $6,499	1,940	243	12.5	45	2.3	10	.5	23	1.2	1,619	83.5
$ 6,500 THRU $ 9,999	6,008	291	4.8	88	1.5	1		57	.9	5,571	92.7
$10,000 THRU $13,999	3,687	129	3.5	48	1.3	1		41	1.1	3,468	94.1
$14,000 THRU $17,999	3,668	68	1.9	42	1.1	2	.1	22	.6	3,534	96.3
$18,000 AND OVER	2,859	56	2.0	33	1.2	2	.1	5	.2	2,763	96.6
**											

1969 MINORITY GROUP STUDY

DEPARTMENT OF THE TREASURY

TABLE 2-4

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	85,073	11,930	14.0	1,116	1.3	84	.1	504	.6	71,439	84.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	79,850	9,449	11.8	935	1.2	81	.1	474	.6	68,911	86.3
GS- 1 THRU 4	19,679	4,948	25.1	300	1.5	26	.1	87	.4	14,318	72.8
GS- 5 THRU 8	21,605	3,077	14.2	281	1.3	24	.1	140	.6	18,083	83.7
GS- 9 THRU 11	20,436	1,017	5.0	242	1.2	20	.1	122	.6	19,035	93.1
GS-12 THRU 13	14,402	367	2.5	107	.7	10	.1	110	.8	13,808	95.9
GS-14 THRU 15	3,384	40	1.2	5	.1	1		15	.4	3,323	98.2
GS-16 THRU 18	344									344	100.0
TOTAL WAGE SYSTEMS.....	4,898	2,466	50.3	169	3.5	3	.1	30	.6	2,230	45.5
UP THRU $5,499	376	198	52.7	3	.8					175	46.5
$ 5,500 THRU $ 6,999	2,178	1,524	70.0	51	2.3	1		7	.3	595	27.3
$ 7,000 THRU $ 7,999	1,078	489	45.4	84	7.8			8	.7	497	46.1
$ 8,000 THRU $ 8,999	418	147	35.2	25	6.0	1	.2	13	3.1	232	55.5
$ 9,000 THRU $ 9,999	207	58	28.0	3	1.4					146	70.5
$10,000 THRU $13,999	598	41	6.9	3	.5	1	.2	2	.3	551	92.1
$14,000 THRU $17,999	43	9	20.9							34	79.1
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	325	15	4.6	12	3.7					298	91.7
UP THRU $6,499	1									1	100.0
$ 6,500 THRU $ 9,999	171	14	8.2	1	.6					156	91.2
$10,000 THRU $13,999	58	1	1.7	2	3.4					55	94.8
$14,000 THRU $17,999	22			3	13.6					19	86.4
$18,000 THRU $25,999	40			6	15.0					34	85.0
$26,000 AND OVER	33									33	100.0

1969 MINORITY GROUP STUDY

TABLE 2-4a

DEPARTMENT OF THE TREASURY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	84,904	12,006	14.1	1,092	1.3	72	.1	501	.6	71,233	83.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	79,404	9,055	11.4	918	1.2	68	.1	466	.6	68,897	86.8
GS- 1 THRU 4	20,437	5,468	26.8	287	1.4	19	.1	90	.4	14,573	71.3
GS- 5 THRU 8	21,142	2,428	11.5	284	1.3	25	.1	154	.7	18,251	86.3
GS- 9 THRU 11	21,445	863	4.0	270	1.3	11	.1	124	.6	20,177	94.1
GS-12 THRU 13	12,898	272	2.1	72	.6	12	.1	87	.7	12,455	96.6
GS-14 THRU 15	3,130	23	.7	5	.2	1		11	.4	3,090	98.7
GS-16 THRU 18	352	1	.3							351	99.7
TOTAL WAGE SYSTEMS.....	5,166	2,946	57.0	157	3.0	4	.1	33	.7	2,024	39.2
UP THRU $5,499	817	669	81.9	9	1.1			3	.4	136	16.6
$ 5,500 THRU $ 6,999	3,247	2,120	65.3	141	4.3	2	.1	28	.9	956	29.4
$ 7,000 THRU $ 7,999	465	128	27.5	6	1.3			3	.6	328	70.5
$ 8,000 THRU $ 8,999	98	11	11.2	1	1.0			1	1.0	85	86.7
$ 9,000 THRU $ 9,999	301	16	5.3			2	.7			283	94.0
$10,000 THRU $13,999	214	2	.9							212	99.1
$14,000 THRU $17,999	24									24	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	334	5	1.5	17	5.1					312	93.4
UP THRU $6,499											
$ 6,500 THRU $ 9,999	188	3	1.6							185	98.4
$10,000 THRU $13,999	56	2	3.6	11	19.6					43	76.8
$14,000 THRU $17,999	33			4	12.1					29	87.9
$18,000 AND OVER	57			2	3.5					55	96.5
**											

1970 MINORITY GROUP STUDY

TABLE 2-5

DEPARTMENT OF DEFENSE SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS a/	1,089,688	125,124	11.5	43,288	4.0	3,122	.3	11,877	1.1	906,277	83.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	636,943	49,620	7.8	14,508	2.3	1,201	.2	5,986	.9	565,628	88.8
GS- 1 THRU 4	163,273	22,480	13.8	6,018	3.7	398	.2	1,360	.8	133,022	81.5
GS- 5 THRU 8	186,564	17,761	9.5	4,858	2.6	373	.2	1,683	.9	161,889	86.8
GS- 9 THRU 11	163,350	6,938	4.2	2,836	1.7	302	.2	1,816	1.1	151,458	92.7
GS-12 THRU 13	100,942	2,260	2.2	750	.7	110	.1	1,011	1.0	96,811	95.9
GS-14 THRU 15	21,716	178	.8	45	.2	17	.1	114	.5	21,362	98.4
GS-16 THRU 18	1,093	3	.3	1	.1	1	.1	2	.2	1,086	99.4
TOTAL WAGE SYSTEMS.....	447,257	75,322	16.8	28,738	6.4	1,917	.4	5,762	1.3	335,518	75.0
UP THRU $5,499	34,893	13,799	39.5	3,135	9.0	84	.2	473	1.4	17,402	49.9
$ 5,500 THRU $ 6,999	113,046	30,899	27.3	8,659	7.7	498	.4	1,321	1.2	71,669	63.4
$ 7,000 THRU $ 7,999	122,301	16,936	13.8	9,146	7.5	691	.6	1,284	1.0	94,244	77.1
$ 8,000 THRU $ 8,999	97,893	9,084	9.3	5,390	5.5	373	.4	1,340	1.4	81,706	83.5
$ 9,000 THRU $ 9,999	40,894	3,075	7.5	1,599	3.9	167	.4	740	1.8	35,313	86.4
$10,000 THRU $13,999	35,052	1,421	4.1	775	2.2	97	.3	582	1.7	32,177	91.8
$14,000 THRU $17,999	2,415	96	4.0	28	1.2	7	.3	19	.8	2,265	93.8
$18,000 AND OVER	763	12	1.6	6	.8			3	.4	742	97.2
TOTAL OTHER PAY SYSTEMS	5,488	182	3.3	42	.8	4	.1	129	2.4	5,131	93.5
UP THRU $6,499	689	37	5.4	5	.7	1	.1	6	.9	640	92.9
$ 6,500 THRU $ 9,999	3,583	143	4.0	31	.9	2	.1	107	3.0	3,300	92.1
$10,000 THRU $13,999	448	1	.2	4	.9	1	.2	9	2.0	433	96.7
$14,000 THRU $17,999	214			2	.9			2	.9	210	98.1
$18,000 THRU $25,999	175	1	.6							174	99.4
$26,000 AND OVER	379							5	1.3	374	98.7

a/ TOTAL ALL PAY SYSTEMS INCLUDE ARMY AND AIR NATIONAL GUARD EMPLOYMENT AS FOLLOWS: TOTAL (39,894); NEGRO (720); SPANISH SURNAMED (897); AMERICAN INDIAN (53); AND ORIENTAL (93). AS AUTHORIZED BY PUBLIC LAW 90-486, NATIONAL GUARD PERSONNEL WERE TRANSFERRED FROM STATE TO FEDERAL CIVILIAN EMPLOYEE STATUS IN JANUARY 1969

1969 MINORITY GROUP STUDY

TABLE 2-5a

DEPARTMENT OF DEFENSE, SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,098,532	131,198	11.9	42,088	3.8	3,125	.3	11,791	1.1	910,330	82.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	616,631	47,980	7.8	13,042	2.1	1,058	.2	5,363	.9	549,188	89.1
GS- 1 THRU 4	193,556	24,656	12.7	6,285	3.2	441	.2	1,364	.7	160,810	83.1
GS- 5 THRU 8	170,464	15,977	9.4	4,069	2.4	338	.2	1,613	.9	148,467	87.1
GS- 9 THRU 11	145,379	5,506	3.8	2,180	1.5	201	.1	1,553	1.1	135,939	93.5
GS-12 THRU 13	87,320	1,728	2.0	478	.5	66	.1	747	.9	84,301	96.5
GS-14 THRU 15	18,881	110	.6	29	.2	11	.1	83	.4	18,648	98.8
GS-16 THRU 18	1,031	3	.3	1	.1	1	.1	3	.3	1,023	99.2
TOTAL WAGE SYSTEMS.....	476,426	82,746	17.4	28,974	6.1	2,056	.4	6,331	1.3	356,319	74.8
UP THRU $5,499	93,461	32,339	34.6	7,907	8.5	519	.6	930	1.0	51,766	55.4
$ 5,500 THRU $ 6,999	193,795	35,229	18.2	13,948	7.2	970	.5	2,273	1.2	141,375	73.0
$ 7,000 THRU $ 7,999	128,197	12,869	10.0	5,583	4.4	427	.3	2,155	1.7	107,163	83.6
$ 8,000 THRU $ 8,999	33,088	1,671	5.1	1,153	3.5	89	.3	471	1.4	29,704	89.8
$ 9,000 THRU $ 9,999	17,818	512	2.9	281	1.6	29	.2	362	2.0	16,634	93.4
$10,000 THRU $13,999	9,378	122	1.3	96	1.0	20	.2	135	1.4	9,005	96.0
$14,000 THRU $17,999	608	4	.7	4	.7	2	.3	5	.8	593	97.5
$18,000 AND OVER	81			2	2.5					79	97.5
TOTAL OTHER PAY SYSTEMS	5,475	472	8.6	72	1.3	11	.2	97	1.8	4,823	88.1
UP THRU $6,499	2,801	388	13.9	50	1.8	10	.4	58	2.1	2,295	81.9
$ 6,500 THRU $ 9,999	1,598	79	4.9	19	1.2	1	.1	38	2.4	1,461	91.4
$10,000 THRU $13,999	384	4	1.0	2	.5			1	.3	377	98.2
$14,000 THRU $17,999	243	1	.4	1	.4					241	99.2
$18,000 AND OVER	449									449	100.0
**											

1969 MINORITY GROUP STUDY TABLE 2-6

OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DEFENSE ACTIVITIES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	68,630	11,529	16.8	1,411	2.1	107	.2	390	.6	55,193	80.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	55,978	6,712	12.0	643	1.1	73	.1	319	.6	48,231	86.2
GS- 1 THRU 4	11,378	2,752	24.2	241	2.1	20	.2	53	.5	8,312	73.1
GS- 5 THRU 8	13,837	2,425	17.5	200	1.4	19	.1	93	.7	11,100	80.2
GS- 9 THRU 11	19,058	1,236	6.5	157	.8	25	.1	103	.5	17,537	92.0
GS-12 THRU 13	9,010	273	3.0	40	.4	7	.1	56	.6	8,634	95.8
GS-14 THRU 15	2,434	24	1.0	5	.2	2	.1	13	.5	2,390	98.2
GS-16 THRU 18	261	2	.8					1	.4	258	98.9
TOTAL WAGE SYSTEMS.....	12,561	4,817	38.3	768	6.1	34	.3	70	.6	6,872	54.7
UP THRU $5,499	1,886	1,552	82.3	42	2.2	8	.4	2	.1	282	15.0
$ 5,500 THRU $ 6,999	6,252	2,306	36.8	444	7.1	16	.3	33	.5	3,463	55.3
$ 7,000 THRU $ 7,999	2,404	665	27.7	169	7.0	4	.2	30	1.2	1,536	63.9
$ 8,000 THRU $ 8,999	971	166	17.1	71	7.3	4	.4	2	.2	728	75.0
$ 9,000 THRU $ 9,999	549	85	15.5	21	3.8	2	.4	1	.2	440	80.1
$10,000 THRU $13,999	484	42	8.7	21	4.3			2	.4	419	86.6
$14,000 THRU $17,999	5	1	20.0							4	80.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	91							1	1.1	90	98.9
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999	9									9	100.0
$26,000 AND OVER	81							1	1.2	80	98.8

1969 MINORITY GROUP STUDY

TABLE 2-6a

OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DEFENSE ACTIVITIES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	70,866	11,652	16.4	1,506	2.1	84	.1	341	.5	57,283	80.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	57,152	6,491	11.4	588	1.0	45	.1	278	.5	49,750	87.0
GS- 1 THRU 4	13,281	2,934	22.1	262	2.0	11	.1	54	.4	10,020	75.4
GS- 5 THRU 8	14,609	2,315	15.8	172	1.2	15	.1	84	.6	12,023	82.3
GS- 9 THRU 11	18,661	1,019	5.5	119	.6	15	.1	82	.4	17,426	93.4
GS-12 THRU 13	8,087	207	2.6	29	.4	4		51	.6	7,796	96.4
GS-14 THRU 15	2,249	14	.6	6	.3			7	.3	2,222	98.8
GS-16 THRU 18	265	2	.8							263	99.2
TOTAL WAGE SYSTEMS.....	13,597	5,143	37.8	918	6.8	39	.3	63	.5	7,434	54.7
UP THRU $5,499	5,767	3,360	58.3	265	4.6	18	.3	4	.1	2,120	36.8
$ 5,500 THRU $ 6,999	5,996	1,579	26.3	511	8.5	16	.3	57	1.0	3,833	63.9
$ 7,000 THRU $ 7,999	1,207	156	12.9	113	9.4	4	.3			934	77.4
$ 8,000 THRU $ 8,999	442	44	10.0	23	5.2	1	.2	2	.5	372	84.2
$ 9,000 THRU $ 9,999	125	2	1.6	6	4.8					117	93.6
$10,000 THRU $13,999	59	2	3.4							57	96.6
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	117	18	15.4							99	84.6
UP THRU $6,499	14	13	92.9							1	7.1
$ 6,500 THRU $ 9,999	9	5	55.6							4	44.4
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	94									94	100.0
**											

1969 MINORITY GROUP STUDY TABLE 2-7

DEPARTMENT OF THE ARMY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS a/	389,876	45,504	11.7	13,865	3.6	884	.2	3,602	.9	326,021	83.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	255,569	22,266	8.7	5,355	2.1	380	.1	2,562	1.0	225,006	88.0
GS- 1 THRU 4	64,580	10,137	15.7	2,242	3.5	128	.2	481	.7	51,592	79.9
GS- 5 THRU 8	80,373	8,132	10.1	1,785	2.2	139	.2	741	.9	69,576	86.6
GS- 9 THRU 11	61,913	3,010	4.9	990	1.6	74	.1	854	1.4	56,985	92.0
GS-12 THRU 13	40,351	919	2.3	319	.8	34	.1	444	1.1	38,635	95.7
GS-14 THRU 15	8,020	68	.8	19	.2	5	.1	42	.5	7,886	98.3
GS-16 THRU 18	332									332	100.0
TOTAL WAGE SYSTEMS.....	133,219	23,204	17.4	8,504	6.4	504	.4	1,030	.8	99,977	75.0
UP THRU $5,499	8,491	4,419	52.0	715	8.4	43	.5	24	.3	3,290	38.7
$ 5,500 THRU $ 6,999	38,349	10,384	27.1	2,647	6.9	149	.4	235	.6	24,934	65.0
$ 7,000 THRU $ 7,999	35,486	4,804	13.5	2,322	6.5	151	.4	197	.6	28,012	78.9
$ 8,000 THRU $ 8,999	27,105	2,106	7.8	1,993	7.4	97	.4	193	.7	22,716	83.8
$ 9,000 THRU $ 9,999	11,597	732	6.3	504	4.3	38	.3	131	1.1	10,192	87.9
$10,000 THRU $13,999	10,634	668	6.3	304	2.9	21	.2	241	2.3	9,400	88.4
$14,000 THRU $17,999	1,130	82	7.3	15	1.3	5	.4	7	.6	1,021	90.4
$18,000 AND OVER	427	9	2.1	4	.9			2	.5	412	96.5
TOTAL OTHER PAY SYSTEMS	1,088	34	3.1	6	.6			10	.9	1,038	95.4
UP THRU $6,499	134	9	6.7							125	93.3
$ 6,500 THRU $ 9,999	793	25	3.2	6	.8			7	.9	755	95.2
$10,000 THRU $13,999	99							3	3.0	96	97.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	23									23	100.0
$26,000 AND OVER	37									37	100.0

a/ TOTAL ALL PAY SYSTEMS INCLUDE NATIONAL GUARD EMPLOYMENT AS FOLLOWS: TOTAL (23,111); NEGRO (584); SPANISH SURNAMED (496) AMERICAN INDIAN (35); AND ORIENTAL (52). AS AUTHORIZED BY PUBLIC LAW 90-486, NATIONAL GUARD PERSONNEL WERE TRANSFERRED FROM STATE TO FEDERAL CIVILIAN EMPLOYEE STATUS IN JANUARY 1969.

200

1969 MINORITY GROUP STUDY

TABLE 2-7a

DEPARTMENT OF THE ARMY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	389,646	48,878	12.5	13,686	3.5	915	.2	3,436	.9	322,731	82.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	247,749	22,623	9.1	4,752	1.9	334	.1	2,400	1.0	217,640	87.8
GS- 1 THRU 4	81,679	11,820	14.5	2,414	3.0	143	.2	500	.6	66,802	81.8
GS- 5 THRU 8	72,125	7,772	10.8	1,410	2.0	115	.2	773	1.1	62,055	86.0
GS- 9 THRU 11	52,907	2,321	4.4	731	1.4	55	.1	765	1.4	49,035	92.7
GS-12 THRU 13	33,637	669	2.0	181	.5	17	.1	328	1.0	32,442	96.4
GS-14 THRU 15	7,086	41	.6	16	.2	4	.1	34	.5	6,991	98.7
GS-16 THRU 18	315									315	100.0
TOTAL WAGE SYSTEMS.....	140,156	26,134	18.6	8,928	6.4	577	.4	1,029	.7	103,488	73.8
UP THRU $5,499	36,897	13,091	35.5	2,716	7.4	210	.6	151	.4	20,729	56.2
$ 5,500 THRU $ 6,999	61,759	9,943	16.1	4,411	7.1	261	.4	324	.5	46,820	75.8
$ 7,000 THRU $ 7,999	26,589	2,459	9.2	1,325	5.0	79	.3	216	.8	22,510	84.7
$ 8,000 THRU $ 8,999	8,592	478	5.6	388	4.5	16	.2	143	1.7	7,567	88.1
$ 9,000 THRU $ 9,999	3,499	117	3.3	64	1.8	5	.1	124	3.5	3,189	91.1
$10,000 THRU $13,999	2,671	46	1.7	24	.9	5	.2	70	2.6	2,526	94.6
$14,000 THRU $17,999	145					1	.7	1	.7	143	98.6
$18,000 AND OVER	4									4	100.0
TOTAL OTHER PAY SYSTEMS	1,741	121	7.0	6	.3	4	.2	7	.4	1,603	92.1
UP THRU $6,499	1,031	109	10.6	3	.3	4	.4	5	.5	910	88.3
$ 6,500 THRU $ 9,999	664	12	1.8	3	.5			2	.3	647	97.4
$10,000 THRU $13,999	29									29	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER	14									14	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-8

DEPARTMENT OF THE NAVY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	349,472	47,390	13.6	7,819	2.2	911	.3	5,842	1.7	287,510	82.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	167,294	13,391	8.0	2,038	1.2	254	.2	2,043	1.2	149,568	89.4
GS- 1 THRU 4	48,846	6,619	13.6	899	1.8	99	.2	571	1.2	40,658	83.2
GS- 5 THRU 8	43,513	4,598	10.6	562	1.3	71	.2	530	1.2	37,752	86.8
GS- 9 THRU 11	40,462	1,539	3.8	424	1.0	60	.1	546	1.3	37,893	93.7
GS-12 THRU 13	27,430	583	2.1	147	.5	19	.1	360	1.3	26,321	96.0
GS-14 THRU 15	6,721	51	.8	6	.1	4	.1	36	.5	6,624	98.6
GS-16 THRU 18	322	1	.3			1	.3			320	99.4
TOTAL WAGE SYSTEMS.....	180,574	33,952	18.8	5,762	3.2	656	.4	3,789	2.1	136,415	75.5
UP THRU $5,499	18,303	5,738	31.4	656	3.6	12	.1	395	2.2	11,502	62.8
$ 5,500 THRU $ 6,999	39,189	12,440	31.7	860	2.2	119	.3	891	2.3	24,879	63.5
$ 7,000 THRU $ 7,999	46,549	8,084	17.4	1,655	3.6	238	.5	883	1.9	35,689	76.7
$ 8,000 THRU $ 8,999	43,267	5,379	12.4	1,655	3.8	173	.4	877	2.0	35,183	81.3
$ 9,000 THRU $ 9,999	17,721	1,816	10.2	681	3.8	76	.4	509	2.9	14,639	82.6
$10,000 THRU $13,999	14,602	489	3.3	246	1.7	38	.3	227	1.6	13,602	93.2
$14,000 THRU $17,999	716	4	.6	7	1.0			6	.8	699	97.6
$18,000 AND OVER	227	2	.9	2	.9			1	.4	222	97.8
TOTAL OTHER PAY SYSTEMS	1,604	47	2.9	19	1.2	1	.1	10	.6	1,527	95.2
UP THRU $6,499	254	6	2.4	4	1.6			1	.4	243	95.7
$ 6,500 THRU $ 9,999	596	39	6.5	10	1.7			3	.5	544	91.3
$10,000 THRU $13,999	279	1	.4	3	1.1	1	.4	4	1.4	270	96.8
$14,000 THRU $17,999	206			2	1.0			2	1.0	202	98.1
$18,000 THRU $25,999	143	1	.7							142	99.3
$26,000 AND OVER	126									126	100.0

397-650 O - 70 - 14

1969 MINORITY GROUP STUDY

TABLE 2-8a

DEPARTMENT OF THE NAVY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	357,505	49,188	13.8	7,687	2.2	1,011	.3	6,027	1.7	293,592	82.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	155,549	11,754	7.6	1,705	1.1	251	.2	1,677	1.1	140,162	90.1
GS- 1 THRU 4	51,580	6,519	12.6	864	1.7	122	.2	539	1.0	43,536	84.4
GS- 5 THRU 8	39,271	3,546	9.0	460	1.2	66	.2	454	1.2	34,745	88.5
GS- 9 THRU 11	34,735	1,189	3.4	285	.8	42	.1	427	1.2	32,792	94.4
GS-12 THRU 13	24,258	473	1.9	93	.4	17	.1	232	1.0	23,443	96.6
GS-14 THRU 15	5,433	26	.5	3	.1	3	.1	24	.4	5,377	99.0
GS-16 THRU 18	272	1	.4			1	.4	1	.4	269	98.9
TOTAL WAGE SYSTEMS.....	200,730	37,359	18.6	5,976	3.0	760	.4	4,347	2.2	152,288	75.9
UP THRU $5,499	28,779	10,421	36.2	750	2.6	188	.7	569	2.0	16,851	58.6
$ 5,500 THRU $ 6,999	70,840	17,194	24.3	2,538	3.6	321	.5	1,680	2.4	49,107	69.3
$ 7,000 THRU $ 7,999	71,312	8,567	12.0	2,096	2.9	189	.3	1,604	2.2	58,856	82.5
$ 8,000 THRU $ 8,999	14,133	810	5.7	396	2.8	33	.2	253	1.8	12,641	89.4
$ 9,000 THRU $ 9,999	11,095	325	2.9	143	1.3	21	.2	201	1.8	10,405	93.8
$10,000 THRU $13,999	4,119	41	1.0	48	1.2	8	.2	36	.9	3,986	96.8
$14,000 THRU $17,999	376	1	.3	3	.8			4	1.1	368	97.9
$18,000 AND OVER	76			2	2.6					74	97.4
TOTAL OTHER PAY SYSTEMS	1,226	75	6.1	6	.5			3	.2	1,142	93.1
UP THRU $6,499	136	25	18.4	3	2.2			2	1.5	106	77.9
$ 6,500 THRU $ 9,999	345	45	13.0	2	.6					298	86.4
$10,000 THRU $13,999	316	4	1.3					1	.3	311	98.4
$14,000 THRU $17,999	218	1	.5	1	.5					216	99.1
$18,000 AND OVER	211									211	100.0
**											

1959 MINORITY GROUP STUDY

TABLE 2-9

DEPARTMENT OF THE AIR FORCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS a/	281,710	20,701	7.3	20,193	7.2	1,220	.4	2,043	.7	237,553	84.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	158,102	7,251	4.6	6,472	4.1	494	.3	1,062	.7	142,823	90.3
GS- 1 THRU 4	38,474	2,972	7.7	2,636	6.9	151	.4	255	.7	32,460	84.4
GS- 5 THRU 8	48,841	2,606	5.3	2,311	4.7	144	.3	319	.7	43,461	89.0
GS- 9 THRU 11	41,917	1,153	2.8	1,265	3.0	143	.3	313	.7	39,043	93.1
GS-12 THRU 13	24,151	485	2.0	244	1.0	50	.2	151	.6	23,221	96.1
GS-14 THRU 15	4,541	35	.8	15	.3	6	.1	23	.5	4,462	98.3
GS-16 THRU 18	178			1	.6			1	.6	176	98.9
TOTAL WAGE SYSTEMS.....	120,903	13,349	11.0	13,704	11.3	723	.6	873	.7	92,254	76.3
UP THRU $5,499	6,218	2,090	33.6	1,722	27.7	21	.3	52	.8	2,333	37.5
$ 5,500 THRU $ 6,999	29,246	5,769	19.7	4,708	16.1	214	.7	162	.6	18,393	62.9
$ 7,000 THRU $ 7,999	37,862	3,383	8.9	5,000	13.2	298	.8	174	.5	29,007	76.6
$ 8,000 THRU $ 8,999	26,550	1,433	5.4	1,671	6.3	99	.4	268	1.0	23,079	86.9
$ 9,000 THRU $ 9,999	11,027	442	4.0	393	3.6	51	.5	99	.9	10,042	91.1
$10,000 THRU $13,999	9,332	222	2.4	204	2.2	38	.4	112	1.2	8,756	93.8
$14,000 THRU $17,999	564	9	1.6	6	1.1	2	.4	6	1.1	541	95.9
$18,000 AND OVER	104	1	1.0							103	99.0
TOTAL OTHER PAY SYSTEMS	2,705	101	3.7	17	.6	3	.1	108	4.0	2,476	91.5
UP THRU $6,499	301	22	7.3	1	.3	1	.3	5	1.7	272	90.4
$ 6,500 THRU $ 9,999	2,194	79	3.6	15	.7	2	.1	97	4.4	2,001	91.2
$10,000 THRU $13,999	69			1	1.4			2	2.9	66	95.7
$14,000 THRU $17,999	6									6	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	135							4	3.0	131	97.0

a/ TOTAL ALL PAY SYSTEMS INCLUDE NATIONAL GUARD EMPLOYMENT AS FOLLOWS: TOTAL (16,783); NEGRO (136); SPANISH SURNAMED (401); AMERICAN INDIAN (18); AND ORIENTAL (31). AS AUTHORIZED BY PUBLIC LAW 90-486, NATIONAL GUARD PERSONNEL WERE TRANSFERRED FROM STATE TO FEDERAL CIVILIAN EMPLOYEE STATUS IN JANUARY 1969.

202-04

1969 MINORITY GROUP STUDY

TABLE 2-9a

DEPARTMENT OF THE AIR FORCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	280,515	21,480	7.7	19,209	6.8	1,115	.4	1,987	.7	236,724	84.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	156,181	7,112	4.6	5,997	3.8	428	.3	1,008	.6	141,636	90.7
GS- 1 THRU 4	47,016	3,383	7.2	2,745	5.8	165	.4	271	.6	40,452	86.0
GS- 5 THRU 8	44,459	2,344	5.3	2,027	4.6	142	.3	302	.7	39,644	89.2
GS- 9 THRU 11	39,076	977	2.5	1,045	2.7	89	.2	279	.7	36,686	93.9
GS-12 THRU 13	21,338	379	1.8	175	.8	28	.1	136	.6	20,620	96.6
GS-14 THRU 15	4,113	29	.7	4	.1	4	.1	18	.4	4,058	98.7
GS-16 THRU 18	179			1	.6			2	1.1	176	98.3
TOTAL WAGE SYSTEMS.....	121,943	14,110	11.6	13,152	10.8	680	.6	892	.7	93,109	76.4
UP THRU $5,499	22,018	5,467	24.8	4,176	19.0	103	.5	206	.9	12,066	54.8
$ 5,500 THRU $ 6,999	55,200	6,513	11.8	6,488	11.8	372	.7	212	.4	41,615	75.4
$ 7,000 THRU $ 7,999	29,089	1,687	5.8	2,049	7.0	155	.5	335	1.2	24,863	85.5
$ 8,000 THRU $ 8,999	9,921	339	3.4	346	3.5	39	.4	73	.7	9,124	92.0
$ 9,000 THRU $ 9,999	3,099	68	2.2	68	2.2	3	.1	37	1.2	2,923	94.3
$10,000 THRU $13,999	2,529	33	1.3	24	.9	7	.3	29	1.1	2,436	96.3
$14,000 THRU $17,999	86	3	3.5	1	1.2	1	1.2			81	94.2
$18,000 AND OVER	1									1	100.0
TOTAL OTHER PAY SYSTEMS	2,391	258	10.8	60	2.5	7	.3	87	3.6	1,979	82.8
UP THRU $6,499	1,620	241	14.9	44	2.7	6	.4	51	3.1	1,278	78.9
$ 6,500 THRU $ 9,999	580	17	2.9	14	2.4	1	.2	36	6.2	512	88.3
$10,000 THRU $13,999	39			2	5.1					37	94.9
$14,000 THRU $17,999	22									22	100.0
$18,000 AND OVER	130									130	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-10

DEPARTMENT OF JUSTICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	35,577	2,912	8.2	760	2.1	46	.1	132	.4	31,727	89.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	33,323	2,762	8.3	710	2.1	45	.1	123	.4	29,683	89.1
GS- 1 THRU 4	7,303	1,523	20.9	255	3.5	10	.1	41	.6	5,474	75.0
GS- 5 THRU 8	11,141	960	8.6	332	3.0	17	.2	45	.4	9,787	87.8
GS- 9 THRU 11	6,790	173	2.5	82	1.2	10	.1	29	.4	6,496	95.7
GS-12 THRU 13	6,054	73	1.2	35	.6	5	.1	8	.1	5,933	98.0
GS-14 THRU 15	1,776	30	1.7	5	.3	2	.1			1,739	97.9
GS-16 THRU 18	259	3	1.2	1	.4	1	.4			254	98.1
TOTAL WAGE SYSTEMS.....	1,333	117	8.8	46	3.5	1	.1	6	.5	1,163	87.2
UP THRU $5,499	34	10	29.4	5	14.7					19	55.9
$ 5,500 THRU $ 6,999	98	40	40.8	10	10.2			1	1.0	47	48.0
$ 7,000 THRU $ 7,999	99	29	29.3	12	12.1					58	58.6
$ 8,000 THRU $ 8,999	124	16	12.9	9	7.3			3	2.4	96	77.4
$ 9,000 THRU $ 9,999	280	8	2.9	3	1.1			1	.4	268	95.7
$10,000 THRU $13,999	696	14	2.0	7	1.0	1	.1	1	.1	673	96.7
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	921	33	3.6	4	.4			3	.3	881	95.7
UP THRU $6,499	45	3	6.7							42	93.3
$ 6,500 THRU $ 9,999	10									10	100.0
$10,000 THRU $13,999	239	6	2.5	1	.4					232	97.1
$14,000 THRU $17,999	287	12	4.2	2	.7			2	.7	271	94.4
$18,000 THRU $25,999	257	10	3.9							247	96.1
$26,000 AND OVER	83	2	2.4	1	1.2			1	1.2	79	95.2

206

1969 MINORITY GROUP STUDY

TABLE 2-10a

DEPARTMENT OF JUSTICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	33,281	2,525	7.6	587	1.8	49	.1	88	.3	30,032	90.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	31,084	2,365	7.6	537	1.7	45	.1	85	.3	28,052	90.2
GS- 1 THRU 4	7,732	1,483	19.2	220	2.8	8	.1	32	.4	5,989	77.5
GS- 5 THRU 8	10,514	702	6.7	258	2.5	18	.2	36	.3	9,500	90.4
GS- 9 THRU 11	5,887	115	2.0	43	.7	10	.2	14	.2	5,705	96.9
GS-12 THRU 13	5,268	43	.8	16	.3	8	.2	3	.1	5,198	98.7
GS-14 THRU 15	1,425	15	1.1			1	.1			1,409	98.9
GS-16 THRU 18	258	7	2.7							251	97.3
TOTAL WAGE SYSTEMS.....	1,363	107	7.9	44	3.2	2	.1	3	.2	1,207	88.6
UP THRU $5,499	52	20	38.5	11	21.2					21	40.4
$ 5,500 THRU $ 6,999	177	60	33.9	17	9.6			1	.6	99	55.9
$ 7,000 THRU $ 7,999	181	15	8.3	7	3.9			1	.6	158	87.3
$ 8,000 THRU $ 8,999	612	9	1.5	6	1.0	2	.3			595	97.2
$ 9,000 THRU $ 9,999	283	1	.4	2	.7			1	.4	279	98.6
$10,000 THRU $13,999	58	2	3.4	1	1.7					55	94.8
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	834	53	6.4	6	.7	2	.2			773	92.7
UP THRU $6,499	1									1	100.0
$ 6,500 THRU $ 9,999	137	11	8.0	1	.7	1	.7			124	90.5
$10,000 THRU $13,999	319	19	6.0	3	.9					297	93.1
$14,000 THRU $17,999	227	19	8.4	1	.4					207	91.2
$18,000 AND OVER	150	4	2.7	1	.7	1	.7			144	96.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-11

POST OFFICE DEPARTMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	702,742	136,775	19.5	17,506	2.5	1,185	.2	3,962	.6	543,314	77.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,379	422	17.7	12	.5	3	.1	15	.6	1,927	81.0
GS- 1 THRU 4	192	107	55.7					2	1.0	83	43.2
GS- 5 THRU 8	646	209	32.4	4	.6	1	.2	1	.2	431	66.7
GS- 9 THRU 11	416	51	12.3	1	.2			2	.5	362	87.0
GS-12 THRU 13	552	35	6.3	5	.9			7	1.3	505	91.5
GS-14 THRU 15	501	19	3.8	2	.4	2	.4	2	.4	476	95.0
GS-16 THRU 18	72	1	1.4					1	1.4	70	97.2
TOTAL WAGE SYSTEMS.....	44	30	68.2							14	31.8
UP THRU $5,499	2	2	100.0								
$ 5,500 THRU $ 6,999	7	7	100.0								
$ 7,000 THRU $ 7,999	11	8	72.7							3	27.3
$ 8,000 THRU $ 8,999	10	7	70.0							3	30.0
$ 9,000 THRU $ 9,999	6	4	66.7							2	33.3
$10,000 THRU $13,999	8	2	25.0							6	75.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	700,304	136,322	19.5	17,494	2.5	1,182	.2	3,947	.6	541,359	77.3
PFS- 1 THRU 5*	595,654	124,173	20.8	15,847	2.7	992	.2	3,312	.6	451,330	75.8
PFS- 6 THRU 9	84,311	11,343	13.5	1,485	1.8	165	.2	575	.7	70,743	83.9
PFS-10 THRU 12	15,359	623	4.1	127	.8	22	.1	44	.3	14,543	94.7
PFS-13 THRU 16	4,509	170	3.8	33	.7	3	.1	15	.3	4,288	95.1
PFS-17 THRU 19	432	11	2.5	2	.5			1	.2	418	96.8
PFS-20 THRU 21	39	2	5.1							37	94.9
TOTAL OTHER PAY SYSTEMS	15	1	6.7							14	93.3
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	13	1	7.7							12	92.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

a/ PUBLIC LAW 90-206 (DECEMBER 16, 1967) AUTHORIZED AN INCREASE FROM 20 TO 21 LEVELS IN THE POSTAL FIELD SERVICE. THE EQUIVALENT GROUPINGS FOR 1967 WERE PFS 1-4, 5-8, 9-11, ETC.

208

1969 MINORITY GROUP STUDY

POST OFFICE DEPARTMENT

TABLE 2-11a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	700,533	132,355	18.9	14,785	2.1	1,057	.2	3,766	.5	548,570	78.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,127	316	14.9	9	.4			7	.3	1,795	84.4
GS- 1 THRU 4	207	97	46.9	2	1.0			1	.5	107	51.7
GS- 5 THRU 8	627	156	24.9	3	.5			1	.2	467	74.5
GS- 9 THRU 11	357	31	8.7	1	.3			2	.6	323	90.5
GS-12 THRU 13	417	19	4.6					3	.7	395	94.7
GS-14 THRU 15	435	12	2.8	3	.7					420	96.6
GS-16 THRU 18	84	1	1.2							83	98.8
TOTAL WAGE SYSTEMS.....	44	28	63.6					1	2.3	15	34.1
UP THRU $5,499	2	2	100.0								
$ 5,500 THRU $ 6,999	22	19	86.4							3	13.6
$ 7,000 THRU $ 7,999	8	4	50.0							4	50.0
$ 8,000 THRU $ 8,999	9	3	33.3					1	11.1	5	55.6
$ 9,000 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE a/.....	698,346	132,011	18.9	14,776	2.1	1,057	.2	3,758	.5	546,744	78.3
PFS- 1 THRU 4*	601,160	123,632	20.6	13,626	2.3	917	.2	3,337	.6	459,648	76.5
PFS- 5 THRU 8	77,746	7,805	10.0	1,034	1.3	124	.2	374	.5	68,409	88.0
PFS- 9 THRU 11	14,985	467	3.1	87	.6	13	.1	39	.3	14,379	96.0
PFS-12 THRU 15	4,050	97	2.4	27	.7	3	.1	7	.2	3,916	96.7
PFS-16 THRU 18	369	7	1.9	2	.5			1	.3	359	97.3
PFS-19 THRU 20	36	3	8.3							33	91.7
TOTAL OTHER PAY SYSTEMS	16									16	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	16									16	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

a/ PUBLIC LAW 90-206 (DECEMBER 16, 1967) AUTHORIZED AN INCREASE FROM 20 TO 21 LEVELS IN THE POSTAL FIELD SERVICE. THE EQUIVALENT GROUPS FOR 1969 ARE PFS 1-5, 6-9, 10-12, ETC.

1969 MINORITY GROUP STUDY

TABLE 2-12

DEPARTMENT OF THE INTERIOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	63,173	3,222	5.1	1,275	2.0	8,553	13.5	462	.7	49,661	78.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	50,257	2,025	4.0	856	1.7	5,935	11.8	427	.8	41,014	81.6
GS- 1 THRU 4	8,879	624	7.0	303	3.4	3,282	37.0	48	.5	4,622	52.1
GS- 5 THRU 8	13,340	796	6.0	296	2.2	1,515	11.4	120	.9	10,613	79.6
GS- 9 THRU 11	14,964	507	3.4	185	1.2	834	5.6	144	1.0	13,294	88.8
GS-12 THRU 13	9,757	77	.8	61	.6	234	2.4	93	1.0	9,292	95.2
GS-14 THRU 15	3,124	20	.6	10	.3	66	2.1	21	.7	3,007	96.3
GS-16 THRU 18	193	1	.5	1	.5	4	2.1	1	.5	186	96.4
TOTAL WAGE SYSTEMS.....	12,219	1,130	9.2	411	3.4	2,614	21.4	34	.3	8,030	65.7
UP THRU $5,499	717	124	17.3	81	11.3	293	40.9	1	.1	218	30.4
$ 5,500 THRU $ 6,999	3,120	549	17.6	120	3.8	1,092	35.0			1,359	43.6
$ 7,000 THRU $ 7,999	2,345	245	10.4	96	4.1	554	23.6	7	.3	1,443	61.5
$ 8,000 THRU $ 8,999	1,965	110	5.6	50	2.5	384	19.5	6	.3	1,415	72.0
$ 9,000 THRU $ 9,999	1,307	51	3.9	26	2.0	86	6.6	9	.7	1,135	86.8
$10,000 THRU $13,999	2,581	51	2.0	33	1.3	163	6.3	11	.4	2,323	90.0
$14,000 THRU $17,999	176			5	2.8	42	23.9			129	73.3
$18,000 AND OVER	8									8	100.0
TOTAL OTHER PAY SYSTEMS	697	67	9.6	8	1.1	4	.6	1	.1	617	88.5
UP THRU $6,499	138			3	2.2	2	1.4			133	96.4
$ 6,500 THRU $ 9,999	267	48	18.0	3	1.1					216	80.9
$10,000 THRU $13,999	118	13	11.0	1	.8					104	88.1
$14,000 THRU $17,999	81	4	4.9	1	1.2	1	1.2			75	92.6
$18,000 THRU $25,999	58	1	1.7					1	1.7	56	96.6
$26,000 AND OVER	35	1	2.9			1	2.9			33	94.3

1969 MINORITY GROUP STUDY

TABLE 2-12a

DEPARTMENT OF THE INTERIOR 1/

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	66,531	3,271	4.9	1,245	1.9	8,317	12.5	463	.7	53,235	80.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	52,492	2,108	4.0	833	1.6	5,648	10.8	427	.8	43,476	82.8
GS- 1 THRU 4	10,597	790	7.5	329	3.1	3,268	30.8	60	.6	6,150	58.0
GS- 5 THRU 8	14,959	822	5.5	288	1.9	1,404	9.4	124	.8	12,321	82.4
GS- 9 THRU 11	14,880	418	2.8	160	1.1	706	4.7	147	1.0	13,449	90.4
GS-12 THRU 13	9,188	61	.7	47	.5	212	2.3	79	.9	8,789	95.7
GS-14 THRU 15	2,669	12	.4	8	.3	55	2.1	17	.6	2,577	96.6
GS-16 THRU 18	199	5	2.5	1	.5	3	1.5			190	95.5
TOTAL WAGE SYSTEMS.....	13,348	1,119	8.4	404	3.0	2,666	20.0	34	.3	9,125	68.4
UP THRU $5,499	2,853	258	9.0	161	5.6	1,223	42.9	5	.2	1,206	42.3
$ 5,500 THRU $ 6,999	4,704	658	14.0	152	3.2	1,087	23.1	5	.1	2,802	59.6
$ 7,000 THRU $ 7,999	2,117	132	6.2	48	2.3	239	11.3	8	.4	1,690	79.8
$ 8,000 THRU $ 8,999	1,478	39	2.6	21	1.4	46	3.1	4	.3	1,368	92.6
$ 9,000 THRU $ 9,999	1,182	27	2.3	10	.8	39	3.3	9	.8	1,097	92.8
$10,000 THRU $13,999	943	5	.5	11	1.2	30	3.2	3	.3	894	94.8
$14,000 THRU $17,999	63			1	1.6	2	3.2			60	95.2
$18,000 AND OVER	8									8	100.0
TOTAL OTHER PAY SYSTEMS	691	44	6.4	8	1.2	3	.4	2	.3	634	91.8
UP THRU $6,499	174	1	.6	6	3.4	2	1.1			165	94.8
$ 6,500 THRU $ 9,999	270	36	13.3							234	86.7
$10,000 THRU $13,999	134	6	4.5	1	.7			1	.7	126	94.0
$14,000 THRU $17,999	58	1	1.7	1	1.7			1	1.7	55	94.8
$18,000 AND OVER	55					1	1.8			54	98.2
**											

1/ INCLUDES EMPLOYEES OF THE DELAWARE RIVER BASIN COMMISSION.

1969 MINORITY GROUP STUDY

DEPARTMENT OF AGRICULTURE

TABLE 2-13

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	85,698	4,989	5.8	1,452	1.7	300	.4	437	.5	78,520	91.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	79,041	4,070	5.1	1,005	1.3	247	.3	425	.5	73,294	92.7
GS- 1 THRU 4	13,694	1,500	11.0	328	2.4	88	.6	34	.2	11,744	85.8
GS- 5 THRU 8	26,127	1,762	6.7	423	1.6	85	.3	102	.4	23,755	90.9
GS- 9 THRU 11	23,868	635	2.7	208	.9	60	.3	169	.7	22,796	95.5
GS-12 THRU 13	12,056	148	1.2	42	.3	14	.1	108	.9	11,744	97.4
GS-14 THRU 15	3,079	22	.7	4	.1			12	.4	3,041	98.8
GS-16 THRU 18	217	3	1.4							214	98.6
TOTAL WAGE SYSTEMS.....	5,043	884	17.5	414	8.2	45	.9	8	.2	3,692	73.2
UP THRU $5,499	776	216	27.8	233	30.0	3	.4			324	41.8
$ 5,500 THRU $ 6,999	2,009	488	24.3	114	5.7	18	.9	4	.2	1,385	68.9
$ 7,000 THRU $ 7,999	921	118	12.8	46	5.0	10	1.1	2	.2	745	80.9
$ 8,000 THRU $ 8,999	792	42	5.3	15	1.9	9	1.1	1	.1	725	91.5
$ 9,000 THRU $ 9,999	318	16	5.0	6	1.9	1	.3	1	.3	294	92.5
$10,000 THRU $13,999	226	4	1.8			4	1.8			218	96.5
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1,614	35	2.2	33	2.0	8	.5	4	.2	1,534	95.0
UP THRU $6,499	179	18	10.1	24	13.4			1	.6	136	76.0
$ 6,500 THRU $ 9,999	742	14	1.9	4	.5	7	.9	3	.4	714	96.2
$10,000 THRU $13,999	353	1	.3	3	.8	1	.3			348	98.6
$14,000 THRU $17,999	162	2	1.2	1	.6					159	98.1
$18,000 THRU $25,999	121			1	.8					120	99.2
$26,000 AND OVER	57									57	100.0

1969 MINORITY GROUP STUDY

TABLE 2-13a

DEPARTMENT OF AGRICULTURE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	90,504	5,214	5.8	1,491	1.6	358	.4	395	.4	83,046	91.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	82,173	4,265	5.2	993	1.2	281	.3	384	.5	76,250	92.8
GS- 1 THRU 4	17,151	2,013	11.7	407	2.4	138	.8	54	.3	14,539	84.8
GS- 5 THRU 8	27,444	1,671	6.1	410	1.5	97	.4	101	.4	25,165	91.7
GS- 9 THRU 11	23,278	449	1.9	142	.6	41	.2	123	.5	22,523	96.8
GS-12 THRU 13	11,278	116	1.0	32	.3	4		100	.9	11,026	97.8
GS-14 THRU 15	2,815	14	.5	2	.1	1		6	.2	2,792	99.2
GS-16 THRU 18	207	2	1.0							205	99.0
TOTAL WAGE SYSTEMS.....	6,579	906	13.8	483	7.3	73	1.1	9	.1	5,108	77.6
UP THRU $5,499	2,826	411	14.5	376	13.3	31	1.1	3	.1	2,005	70.9
$ 5,500 THRU $ 6,999	2,321	426	18.4	83	3.6	35	1.5	3	.1	1,774	76.4
$ 7,000 THRU $ 7,999	1,041	58	5.6	22	2.1	3	.3	2	.2	956	91.8
$ 8,000 THRU $ 8,999	266	7	2.6	2	.8	2	.8	1	.4	254	95.5
$ 9,000 THRU $ 9,999	100	4	4.0			2	2.0			94	94.0
$10,000 THRU $13,999	25									25	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1,752	43	2.5	15	.9	4	.2	2	.1	1,688	96.3
UP THRU $6,499	648	35	5.4	8	1.2	2	.3			603	93.1
$ 6,500 THRU $ 9,999	622	7	1.1	6	1.0	2	.3	2	.3	605	97.3
$10,000 THRU $13,999	299	1	.3	1	.3					297	99.3
$14,000 THRU $17,999	103									103	100.0
$18,000 AND OVER	80									80	100.0
**											

21

1969 MINORITY GROUP STUDY

TABLE 2-14

DEPARTMENT OF COMMERCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	27,002	4,384	16.2	187	.7	42	.2	272	1.0	22,117	81.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	24,045	3,541	14.7	160	.7	28	.1	185	.8	20,131	83.7
GS- 1 THRU 4	3,998	1,515	37.9	31	.8	3	.1	17	.4	2,432	60.8
GS- 5 THRU 8	6,146	1,347	21.9	38	.6	8	.1	41	.7	4,712	76.7
GS- 9 THRU 11	5,870	388	6.6	56	1.0	10	.2	47	.8	5,369	91.5
GS-12 THRU 13	4,849	224	4.6	30	.6	6	.1	52	1.1	4,537	93.6
GS-14 THRU 15	2,860	66	2.3	5	.2	1		25	.9	2,763	96.6
GS-16 THRU 18	322	1	.3					3	.9	318	98.8
TOTAL WAGE SYSTEMS.....	2,449	832	34.0	26	1.1	13	.5	80	3.3	1,498	61.2
UP THRU $5,499	335	130	38.8	4	1.2			39	11.6	162	48.4
$ 5,500 THRU $ 6,999	744	385	51.7	9	1.2	3	.4	14	1.9	333	44.8
$ 7,000 THRU $ 7,999	425	138	32.5	6	1.4	5	1.2	17	4.0	259	60.9
$ 8,000 THRU $ 8,999	428	113	26.4	3	.7	4	.9	5	1.2	303	70.8
$ 9,000 THRU $ 9,999	226	43	19.0	2	.9	1	.4	3	1.3	177	78.3
$10,000 THRU $13,999	266	22	8.3	1	.4			2	.8	241	90.6
$14,000 THRU $17,999	15									15	100.0
$18,000 AND OVER	10	1	10.0	1	10.0					8	80.0
TOTAL OTHER PAY SYSTEMS	508	11	2.2	1	.2	1	.2	7	1.4	488	96.1
UP THRU $6,499	134	6	4.5					2	1.5	126	94.0
$ 6,500 THRU $ 9,999	82							4	4.9	78	95.1
$10,000 THRU $13,999	81	1	1.2			1	1.2			79	97.5
$14,000 THRU $17,999	47	1	2.1							46	97.9
$18,000 THRU $25,999	92	2	2.2	1	1.1			1	1.1	88	95.7
$26,000 AND OVER	72	1	1.4							71	98.6

1969 MINORITY GROUP STUDY

TABLE 2-14a

DEPARTMENT OF COMMERCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS.:	27,135	4,307	15.9	148	.5	41	.2	214	.8	22,425	82.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	24,046	3,505	14.6	124	.5	32	.1	136	.6	20,249	84.2
GS- 1 THRU 4	4,745	1,781	37.5	14	.3	9	.2	13	.3	2,928	61.7
GS- 5 THRU 8	6,412	1,180	18.4	41	.6	10	.2	28	.4	5,153	80.4
GS- 9 THRU 11	5,702	330	5.8	37	.6	7	.1	40	.7	5,288	92.7
GS-12 THRU 13	4,504	166	3.7	26	.6	6	.1	38	.8	4,268	94.8
GS-14 THRU 15	2,393	47	2.0	5	.2			16	.7	2,325	97.2
GS-16 THRU 18	290	1	.3	1	.3			1	.3	287	99.0
TOTAL WAGE SYSTEMS.....	2,018	741	36.7	18	.9	7	.3	8	.4	1,244	61.6
UP THRU $5,499	275	180	65.5	2	.7	2	.7	1	.4	90	32.7
$ 5,500 THRU $ 6,999	904	437	48.3	10	1.1	3	.3	5	.6	449	49.7
$ 7,000 THRU $ 7,999	372	81	21.8	4	1.1	1	.3	1	.3	285	76.6
$ 8,000 THRU $ 8,999	283	37	13.1	1	.4	1	.4			244	86.2
$ 9,000 THRU $ 9,999	101	4	4.0	1	1.0			1	1.0	95	94.1
$10,000 THRU $13,999	83	2	2.4							81	97.6
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1,071	61	5.7	6	.6	2	.2	70	6.5	932	87.0
UP THRU $6,499	486	53	10.9	4	.8			51	10.5	378	77.8
$ 6,500 THRU $ 9,999	326	6	1.8	1	.3	2	.6	19	5.8	298	91.4
$10,000 THRU $13,999	90	2	2.2							88	97.8
$14,000 THRU $17,999	65			1	1.5					64	98.5
$18,000 AND OVER	104									104	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-15

DEPARTMENT OF LABOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	10,082	2,673	26.5	166	1.6	29	.3	49	.5	7,165	71.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,950	2,582	25.9	166	1.7	29	.3	49	.5	7,124	71.6
GS- 1 THRU 4	1,415	834	58.9	25	1.8	8	.6	8	.6	540	38.2
GS- 5 THRU 8	2,686	1,047	39.0	34	1.3	7	.3	21	.8	1,577	58.7
GS- 9 THRU 11	1,527	313	20.5	44	2.9	3	.2	7	.5	1,160	76.0
GS-12 THRU 13	2,890	286	9.9	45	1.6	8	.3	12	.4	2,539	87.9
GS-14 THRU 15	1,332	94	7.1	17	1.3	3	.2	1	.1	1,217	91.4
GS-16 THRU 18	100	8	8.0	1	1.0					91	91.0
TOTAL WAGE SYSTEMS.....	103	89	86.4							14	13.6
UP THRU $5,499	4	3	75.0							1	25.0
$ 5,500 THRU $ 6,999	43	36	83.7							7	16.3
$ 7,000 THRU $ 7,999	29	27	93.1							2	6.9
$ 8,000 THRU $ 8,999	12	11	91.7							1	8.3
$ 9,000 THRU $ 9,999	9	8	88.9							1	11.1
$10,000 THRU $13,999	6	4	66.7							2	33.3
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	29	2	6.9							27	93.1
UP THRU $6,499	6	1	16.7							5	83.3
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999	8									8	100.0
$26,000 AND OVER	14	1	7.1							13	92.9

216-13

1969 MINORITY GROUP STUDY

DEPARTMENT OF LABOR

TABLE 2-15a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9,511	2,283	24.0	99	1.0	8	.1	42	.4	7,079	74.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,355	2,182	23.3	97	1.0	8	.1	42	.4	7,026	75.1
GS- 1 THRU 4	1,686	842	49.9	17	1.0	3	.2	9	.5	815	48.3
GS- 5 THRU 8	2,592	845	32.6	22	.8	3	.1	17	.7	1,705	65.8
GS- 9 THRU 11	1,814	273	15.0	33	1.8	1	.1	6	.3	1,501	82.7
GS-12 THRU 13	2,269	157	6.9	22	1.0	1		10	.4	2,079	91.6
GS-14 THRU 15	901	60	6.7	3	.3					838	93.0
GS-16 THRU 18	93	5	5.4							88	94.6
TOTAL WAGE SYSTEMS.....	103	85	82.5	1	1.0					17	16.5
UP THRU $5,499	28	20	71.4	1	3.6					7	25.0
$ 5,500 THRU $ 6,999	51	46	90.2							5	9.8
$ 7,000 THRU $ 7,999	12	11	91.7							1	8.3
$ 8,000 THRU $ 8,999	8	6	75.0							2	25.0
$ 9,000 THRU $ 9,999	2	1	50.0							1	50.0
$10,000 THRU $13,999	2	1	50.0							1	50.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	53	16	30.2	1	1.9					36	67.9
UP THRU $6,499	20	13	65.0							7	35.0
$ 6,500 THRU $ 9,999	4	2	50.0							2	50.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	10			1	10.0					9	90.0
$18,000 AND OVER	18	1	5.6							17	94.4
**											

1969 MINORITY GROUP STUDY

TABLE 2-16

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	102,250	21,402	20.9	1,201	1.2	2,238	2.2	677	.7	76,732	75.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	89,800	18,428	20.5	1,119	1.2	1,591	1.8	581	.6	68,081	75.8
GS- 1 THRU 4	23,844	9,015	37.8	409	1.7	1,025	4.3	97	.4	13,298	55.8
GS- 5 THRU 8	30,245	6,683	22.1	394	1.3	425	1.4	209	.7	22,534	74.5
GS- 9 THRU 11	19,671	2,075	10.5	183	.9	102	.5	148	.8	17,163	87.3
GS-12 THRU 13	10,500	479	4.6	96	.9	19	.2	79	.8	9,827	93.6
GS-14 THRU 15	5,250	169	3.2	35	.7	20	.4	46	.9	4,980	94.9
GS-16 THRU 18	290	7	2.4	2	.7			2	.7	279	96.2
TOTAL WAGE SYSTEMS.....	6,022	2,846	47.3	45	.7	557	9.2	29	.5	2,545	42.3
UP THRU $5,499	396	214	54.0	10	2.5	56	14.1			116	29.3
$ 5,500 THRU $ 6,999	2,264	1,410	62.3	8	.4	240	10.6	11	.5	595	26.3
$ 7,000 THRU $ 7,999	1,130	579	51.2	11	1.0	102	9.0	8	.7	430	38.1
$ 8,000 THRU $ 8,999	930	303	32.6	5	.5	86	9.2	5	.5	531	57.1
$ 9,000 THRU $ 9,999	537	156	29.1	4	.7	23	4.3	3	.6	351	65.4
$10,000 THRU $13,999	681	171	25.1	7	1.0	43	6.3	2	.3	458	67.3
$14,000 THRU $17,999	77	11	14.3			6	7.8			60	77.9
$18,000 AND OVER	7	2	28.6			1	14.3			4	57.1
TOTAL OTHER PAY SYSTEMS	6,428	128	2.0	37	.6	90	1.4	67	1.0	6,106	95.0
UP THRU $6,499	1,126	38	3.4	3	.3	75	6.7	10	.9	1,000	88.8
$ 6,500 THRU $ 9,999	3,175	61	1.9	20	.6	9	.3	20	.6	3,065	96.5
$10,000 THRU $13,999	1,041	17	1.6	8	.8	4	.4	22	2.1	990	95.1
$14,000 THRU $17,999	875	8	.9	5	.6	2	.2	12	1.4	848	96.9
$18,000 THRU $25,999	87	3	3.4					1	1.1	83	95.4
$26,000 AND OVER	124	1	.8	1	.8			2	1.6	120	96.8

397-650 O - 70 - 15

1969 MINORITY GROUP STUDY

TABLE 2-16a

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	103,384	22,329	21.6	1,232	1.2	2,753	2.7	684	.7	76,386	73.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	89,359	18,680	20.9	1,125	1.3	2,007	2.2	561	.6	66,986	75.0
GS- 1 THRU 4	31,801	11,223	35.3	549	1.7	1,438	4.5	118	.4	18,473	58.1
GS- 5 THRU 8	27,886	5,740	20.6	339	1.2	452	1.6	221	.8	21,134	75.8
GS- 9 THRU 11	17,046	1,242	7.3	155	.9	88	.5	117	.7	15,444	90.6
GS-12 THRU 13	8,140	351	4.3	60	.7	18	.2	69	.8	7,642	93.9
GS-14 THRU 15	4,179	115	2.8	21	.5	10	.2	35	.8	3,998	95.7
GS-16 THRU 18	307	9	2.9	1	.3	1	.3	1	.3	295	96.1
TOTAL WAGE SYSTEMS.....	6,754	3,487	51.6	66	1.0	727	10.8	33	.5	2,441	36.1
UP THRU $5,499	3,091	2,097	67.8	32	1.0	491	15.9	9	.3	462	14.9
$ 5,500 THRU $ 6,999	2,062	1,132	54.9	22	1.1	212	10.3	13	.6	683	33.1
$ 7,000 THRU $ 7,999	1,015	206	20.3	8	.8	15	1.5	7	.7	779	76.7
$ 8,000 THRU $ 8,999	393	47	12.0	1	.3	6	1.5	2	.5	337	85.8
$ 9,000 THRU $ 9,999	131	5	3.8	1	.8	2	1.5	2	1.5	121	92.4
$10,000 THRU $13,999	62			2	3.2	1	1.6			59	95.2
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7,271	162	2.2	41	.6	19	.3	90	1.2	6,959	95.7
UP THRU $6,499	571	75	13.1	12	2.1	10	1.8	11	1.9	463	81.1
$ 6,500 THRU $ 9,999	2,325	27	1.2	11	.5	5	.2	32	1.4	2,250	96.8
$10,000 THRU $13,999	2,454	29	1.2	8	.3	3	.1	26	1.1	2,388	97.3
$14,000 THRU $17,999	856	20	2.3	4	.5	1	.1	7	.8	824	96.3
$18,000 AND OVER	1,065	11	1.0	6	.6			14	1.3	1,034	97.1
**											

1969 MINORITY GROUP STUDY

TABLE 2-17

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14,074	2,526	17.9	184	1.3	31	.2	104	.7	11,229	79.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,975	2,466	17.6	183	1.3	31	.2	104	.7	11,191	80.1
GS- 1 THRU 4	2,245	903	40.2	62	2.8	11	.5	20	.9	1,249	55.6
GS- 5 THRU 8	3,328	968	29.1	48	1.4	7	.2	32	1.0	2,273	68.3
GS- 9 THRU 11	3,875	305	7.9	34	.9	9	.2	27	.7	3,500	90.3
GS-12 THRU 13	3,208	194	6.0	27	.8	3	.1	22	.7	2,962	92.3
GS-14 THRU 15	1,232	90	7.3	12	1.0	1	.1	3	.2	1,126	91.4
GS-16 THRU 18	87	6	6.9							81	93.1
TOTAL WAGE SYSTEMS.....	81	58	71.6	1	1.2					22	27.2
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	26	23	88.5							3	11.5
$ 7,000 THRU $ 7,999	31	25	80.6	1	3.2					5	16.1
$ 8,000 THRU $ 8,999	12	6	50.0							6	50.0
$ 9,000 THRU $ 9,999	7	3	42.9							4	57.1
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	18	2	11.1							16	88.9
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	18	2	11.1							16	88.9

1969 MINORITY GROUP STUDY

TABLE 2-17a

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14,268	2,291	16.1	129	.9	20	.1	82	.6	11,746	82.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	14,162	2,230	15.7	127	.9	20	.1	82	.6	11,703	82.6
GS- 1 THRU 4	2,861	1,071	37.4	48	1.7	7	.2	17	.6	1,718	60.0
GS- 5 THRU 8	3,413	764	22.4	31	.9	6	.2	24	.7	2,588	75.8
GS- 9 THRU 11	4,153	227	5.5	29	.7	5	.1	22	.5	3,870	93.2
GS-12 THRU 13	2,669	120	4.5	14	.5	1		18	.7	2,516	94.3
GS-14 THRU 15	954	42	4.4	5	.5	1	.1	1	.1	905	94.9
GS-16 THRU 18	112	6	5.4							106	94.6
TOTAL WAGE SYSTEMS.....	89	60	67.4	2	2.2					27	30.3
UP THRU $5,499	3	2	66.7							1	33.3
$ 5,500 THRU $ 6,999	60	47	78.3	2	3.3					11	18.3
$ 7,000 THRU $ 7,999	13	9	69.2							4	30.8
$ 8,000 THRU $ 8,999	10	2	20.0							8	80.0
$ 9,000 THRU $ 9,999	3									3	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	17	1	5.9							16	94.1
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER **	17	1	5.9							16	94.1

1969 MINORITY GROUP STUDY

TABLE 2-18

DEPARTMENT OF TRANSPORTATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	59,023	3,456	5.9	602	1.0	234	.4	398	.7	54,333	92.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	52,633	2,628	5.0	530	1.0	151	.3	267	.5	49,057	93.2
GS- 1 THRU 4	3,796	846	22.3	65	1.7	23	.6	46	1.2	2,816	74.2
GS- 5 THRU 8	8,219	944	11.5	133	1.6	32	.4	61	.7	7,049	85.8
GS- 9 THRU 11	18,991	498	2.6	205	1.1	60	.3	92	.5	18,136	95.5
GS-12 THRU 13	16,102	277	1.7	111	.7	28	.2	54	.3	15,632	97.1
GS-14 THRU 15	5,258	57	1.1	14	.3	7	.1	14	.3	5,166	98.3
GS-16 THRU 18	267	6	2.2	2	.7	1	.4			258	96.6
TOTAL WAGE SYSTEMS.....	5,865	817	13.9	66	1.1	80	1.4	127	2.2	4,775	81.4
UP THRU $5,499	244	129	52.9	4	1.6	2	.8	1	.4	108	44.3
$ 5,500 THRU $ 6,999	896	318	35.5	16	1.8	5	.6	4	.4	553	61.7
$ 7,000 THRU $ 7,999	1,801	247	13.7	17	.9	9	.5	22	1.2	1,506	83.6
$ 8,000 THRU $ 8,999	1,235	82	6.6	16	1.3	11	.9	18	1.5	1,108	89.7
$ 9,000 THRU $ 9,999	624	20	3.2	8	1.3	17	2.7	11	1.8	568	91.0
$10,000 THRU $13,999	977	19	1.9	5	.5	34	3.5	66	6.8	853	87.3
$14,000 THRU $17,999	77	1	1.3			2	2.6	4	5.2	70	90.9
$18,000 AND OVER	11	1	9.1					1	9.1	9	81.8
TOTAL OTHER PAY SYSTEMS	525	11	2.1	6	1.1	3	.6	4	.8	501	95.4
UP THRU $6,499	26	3	11.5							23	88.5
$ 6,500 THRU $ 9,999	80	2	2.5			1	1.3			77	96.3
$10,000 THRU $13,999	114	1	.9	1	.9	1	.9	2	1.8	109	95.6
$14,000 THRU $17,999	167	2	1.2	2	1.2	1	.6	1	.6	161	96.4
$18,000 THRU $25,999	59	1	1.7	1	1.7			1	1.7	56	94.9
$26,000 AND OVER	79	2	2.5	2	2.5					75	94.9

1969 MINORITY GROUP STUDY

TABLE 2-18a

DEPARTMENT OF TRANSPORTATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	55,243	2,995	5.4	556	1.0	145	.3	365	.7	51,182	92.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	48,629	2,126	4.4	468	1.0	104	.2	248	.5	45,683	93.9
GS- 1 THRU 4	4,682	848	18.1	77	1.6	18	.4	45	1.0	3,694	78.9
GS- 5 THRU 8	9,178	738	8.0	117	1.3	31	.3	56	.6	8,236	89.7
GS- 9 THRU 11	16,451	363	2.2	186	1.1	31	.2	101	.6	15,770	95.9
GS-12 THRU 13	14,318	162	1.1	80	.6	23	.2	43	.3	14,010	97.8
GS-14 THRU 15	3,709	15	.4	8	.2	1		3	.1	3,682	99.3
GS-16 THRU 18	291									291	100.0
TOTAL WAGE SYSTEMS.....	5,188	788	15.2	47	.9	36	.7	110	2.1	4,207	81.1
UP THRU $5,499	547	230	42.0	10	1.8	4	.7			303	55.4
$ 5,500 THRU $ 6,999	1,971	402	20.4	24	1.2	13	.7	26	1.3	1,506	76.4
$ 7,000 THRU $ 7,999	1,722	133	7.7	9	.5	3	.2	8	.5	1,569	91.1
$ 8,000 THRU $ 8,999	435	17	3.9	1	.2	2	.5	22	5.1	393	90.3
$ 9,000 THRU $ 9,999	229	4	1.7	2	.9	4	1.7	38	16.6	181	79.0
$10,000 THRU $13,999	279	2	.7	1	.4	10	3.6	16	5.7	250	89.6
$14,000 THRU $17,999	5									5	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1,426	81	5.7	41	2.9	5	.4	7	.5	1,292	90.6
UP THRU $6,499	239	63	26.4	21	8.8			3	1.3	152	63.6
$ 6,500 THRU $ 9,999	764	15	2.0	16	2.1	5	.7	4	.5	724	94.8
$10,000 THRU $13,999	249	1	.4							248	99.6
$14,000 THRU $17,999	81	2	2.5	3	3.7					76	93.8
$18,000 AND OVER	93			1	1.1					92	98.9
**											

1969 MINORITY GROUP STUDY

TABLE 2-19

ADMINISTRATIVE CONFERENCE OF THE UNITED STATES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7	1	14.3							6	85.7
TOTAL GENERAL SCHEDULE OR SIMILAR............	6	1	16.7							5	83.3
GS- 1 THRU 4	1									1	100.0
GS- 5 THRU 8	1	1	100.0								
GS- 9 THRU 11	2									2	100.0
GS-12 THRU 13	1									1	100.0
GS-14 THRU 15											
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1									1	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

1969 MINORITY GROUP STUDY

TABLE 2-20

ADVISORY COMMISSION ON AN ALL-VOLUNTEER ARMED FORCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7									7	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7									7	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999	6									6	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

1969 MINORITY GROUP STUDY

TABLE 2-21

ADVISORY COMMISSION ON INTERGOVERNMENTAL RELATIONS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	35	7	20.0							28	80.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	35	7	20.0							28	80.0
GS- 1 THRU 4	18	7	38.9							11	61.1
GS- 5 THRU 8	4									4	100.0
GS- 9 THRU 11	3									3	100.0
GS-12 THRU 13	5									5	100.0
GS-14 THRU 15	5									5	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 2-21a

ADVISORY COMMISSION ON INTERGOVERNMENTAL RELATIONS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	28	3	10.7							25	89.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	28	3	10.7							25	89.3
GS- 1 THRU 4	1									1	100.0
GS- 5 THRU 8	10	3	30.0							7	70.0
GS- 9 THRU 11	6									6	100.0
GS-12 THRU 13	2									2	100.0
GS-14 THRU 15	5									5	100.0
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
**											

1969 MINORITY GROUP STUDY

TABLE 2-22

AMERICAN BATTLE MONUMENTS COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	43	1	2.3	1	2.3					41	95.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	43	1	2.3	1	2.3					41	95.3
GS- 1 THRU 4	3	1	33.3	1	33.3					1	33.3
GS- 5 THRU 8	31									31	100.0
GS- 9 THRU 11	8									8	100.0
GS-12 THRU 13	1									1	100.0
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

228

1969 MINORITY GROUP STUDY

TABLE 2-22a

AMERICAN BATTLE MONUMENTS COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	46	1	2.2	1	2.2					44	95.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	45	1	2.2	1	2.2					43	95.6
GS- 1 THRU 4	4	1	25.0	1	25.0					2	50.0
GS- 5 THRU 8	33									33	100.0
GS- 9 THRU 11	6									6	100.0
GS-12 THRU 13	2									2	100.0
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1									1	100.0
UP THRU $6,499	1									1	100.0
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
**											

220

1969 MINORITY GROUP STUDY

TABLE 2-23

AMERICAN REVOLUTION BICENTENNIAL COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9									9	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9									9	100.0
GS- 1 THRU 4	1									1	100.0
GS- 5 THRU 8	1									1	100.0
GS- 9 THRU 11	4									4	100.0
GS-12 THRU 13											
GS-14 THRU 15	3									3	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 2-24

APPALACHIAN REGIONAL COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8	1	12.5							7	87.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7	1	14.3							6	85.7
GS- 1 THRU 4											
GS- 5 THRU 8	1										
GS- 9 THRU 11	2	1	50.0							1	100.0
GS-12 THRU 13										1	50.0
GS-14 THRU 15	3									3	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1									1	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

397-650 O - 70 - 16

1969 MINORITY GROUP STUDY

TABLE 2-24a

APPALACHIAN REGIONAL COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9	3	33.3							6	66.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	8	3	37.5							5	62.5
GS- 1 THRU 4											
GS- 5 THRU 8	3	2	66.7							1	33.3
GS- 9 THRU 11	2	1	50.0							1	50.0
GS-12 THRU 13											
GS-14 THRU 15	2									2	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1									1	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	1									1	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-25

ARMS CONTROL AND DISARMAMENT AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	163	21	12.9			5	3.1	1	.6	136	83.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	144	21	14.6			5	3.5	1	.7	117	81.3
GS- 1 THRU 4	19	6	31.6			1	5.3			12	63.2
GS- 5 THRU 8	47	12	25.5			4	8.5			31	66.0
GS- 9 THRU 11	24	2	8.3					1	4.2	21	87.5
GS-12 THRU 13	17	1	5.9							16	94.1
GS-14 THRU 15	32									32	100.0
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	19									19	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	19									19	100.0

1969 MINORITY GROUP STUDY

TABLE 2-25a

ARMS CONTROL AND DISARMAMENT AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	156	23	14.7					1	.6	132	84.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	140	23	16.4					1	.7	116	82.9
GS- 1 THRU 4	26	11	42.3							15	57.7
GS- 5 THRU 8	39	10	25.6							29	74.4
GS- 9 THRU 11	25							1	4.0	24	96.0
GS-12 THRU 13	16	1	6.3							15	93.8
GS-14 THRU 15	30	1	3.3							29	96.7
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	16									16	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER **	16									16	100.0

1969 MINORITY GROUP STUDY TABLE 2-26

ATLANTIC - PACIFIC INTEROCEANIC CANAL STUDY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4									4	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4									4	100.0
GS- 1 THRU 4											
GS- 5 THRU 8	2									2	100.0
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 2-26a

ATLANTIC - PACIFIC INTEROCEANIC CANAL STUDY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4	1	25.0							3	75.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4	1	25.0							3	75.0
GS- 1 THRU 4 GS- 5 THRU 8 GS- 9 THRU 11 GS-12 THRU 13 GS-14 THRU 15 GS-16 THRU 18	2 1 1	1	50.0							1 1 1	50.0 100.0 100.0
TOTAL WAGE SYSTEMS..... UP THRU $5,499 $ 5,500 THRU $ 6,999 $ 7,000 THRU $ 7,999 $ 8,000 THRU $ 8,999 $ 9,000 THRU $ 9,999 $10,000 THRU $13,999 $14,000 THRU $17,999 $18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS UP THRU $6,499 $ 6,500 THRU $ 9,999 $10,000 THRU $13,999 $14,000 THRU $17,999 $18,000 AND OVER **											

1969 MINORITY GROUP STUDY

TABLE 2-27

ATOMIC ENERGY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,072	353	5.0	250	3.5	32	.5	12	.2	6,425	90.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,884	332	4.8	231	3.4	32	.5	12	.2	6,277	91.2
GS- 1 THRU 4	559	100	17.9	50	8.9	10	1.8			399	71.4
GS- 5 THRU 8	2,168	154	7.1	144	6.6	12	.6	4	.2	1,854	85.5
GS- 9 THRU 11	845	33	3.9	16	1.9	5	.6	1	.1	790	93.5
GS-12 THRU 13	1,430	35	2.4	17	1.2	3	.2	3	.2	1,372	95.9
GS-14 THRU 15	1,544	10	.6	4	.3	2	.1	4	.3	1,524	98.7
GS-16 THRU 18	338									338	100.0
TOTAL WAGE SYSTEMS.....	89	18	20.2	19	21.3					52	58.4
UP THRU $5,499	16	2	12.5	13	81.3					1	6.3
$ 5,500 THRU $ 6,999	53	12	22.6	6	11.3					35	66.0
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999	16	4	25.0							12	75.0
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	99	3	3.0							96	97.0
UP THRU $6,499	7	2	28.6							5	71.4
$ 6,500 THRU $ 9,999	3	1	33.3							2	66.7
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	15									15	100.0
$26,000 AND OVER	74									74	100.0

1969 MINORITY GROUP STUDY

TABLE 2-27a

ATOMIC ENERGY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,124	325	4.6	244	3.4	7	.1	21	.3	6,527	91.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,864	299	4.4	224	3.3	7	.1	21	.3	6,313	92.0
GS- 1 THRU 4	777	114	14.7	70	9.0	2	.3	6	.8	585	75.3
GS- 5 THRU 8	2,199	129	5.9	129	5.9	4	.2	7	.3	1,930	87.8
GS- 9 THRU 11	803	38	4.7	13	1.6			2	.2	750	93.4
GS-12 THRU 13	1,395	15	1.1	9	.6			3	.2	1,368	98.1
GS-14 THRU 15	1,387	3	.2	3	.2	1	.1	3	.2	1,377	99.3
GS-16 THRU 18	303									303	100.0
TOTAL WAGE SYSTEMS.....	96	23	24.0	20	20.8					53	55.2
UP THRU $5,499	18	3	16.7	15	83.3						
$ 5,500 THRU $ 6,999	46	16	34.8	4	8.7					26	56.5
$ 7,000 THRU $ 7,999	19	4	21.1	1	5.3					14	73.7
$ 8,000 THRU $ 8,999	10									10	100.0
$ 9,000 THRU $ 9,999	3									3	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	164	3	',8							161	98.2
UP THRU $6,499	1									1	100.0
$ 6,500 THRU $ 9,999	80	2	2.5							78	97.5
$10,000 THRU $13,999	4	1	25.0							3	75.0
$14,000 THRU $17,999											
$18,000 AND OVER	79									79	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-28

BOARD OF GOVERNORS - FEDERAL RESERVE SYSTEM

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	827	180	21.8	1	.1	1	.1	3	.4	642	77.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	738	128	17.3	1	.1	1	.1	3	.4	605	82.0
GS- 1 THRU 4	136	75	55.1							61	44.9
GS- 5 THRU 8	245	43	17.6	1	.4			1	.4	200	81.6
GS- 9 THRU 11	138	2	1.4							136	98.6
GS-12 THRU 13	134	5	3.7					2	1.5	127	94.8
GS-14 THRU 15	85	3	3.5			1	1.2			81	95.3
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	89	52	58.4							37	41.6
UP THRU $5,499	42	26	61.9							16	38.1
$ 5,500 THRU $ 6,999	15	11	73.3							4	26.7
$ 7,000 THRU $ 7,999	14	7	50.0							7	50.0
$ 8,000 THRU $ 8,999	8	4	50.0							4	50.0
$ 9,000 THRU $ 9,999	6	4	66.7							2	33.3
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

239

1969 MINORITY GROUP STUDY

TABLE 2-28a

BOARD OF GOVERNORS - FEDERAL RESERVE SYSTEM

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	696	132	19.0	1	.1	1	.1	2	.3	560	80.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	658	112	17.0	1	.2	1	.2	2	.3	542	82.4
GS- 1 THRU 4	186	85	45.7					1	.5	100	53.8
GS- 5 THRU 8	205	21	10.2	1	.5					183	89.3
GS- 9 THRU 11	111	3	2.7							108	97.3
GS-12 THRU 13	89	2	2.2			1	1.1	1	1.1	85	95.5
GS-14 THRU 15	67	1	1.5							66	98.5
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	38	20	52.6							18	47.4
UP THRU $5,499	9	8	88.9							1	11.1
$ 5,500 THRU $ 6,999	13	8	61.5							5	38.5
$ 7,000 THRU $ 7,999	13	4	30.8							9	69.2
$ 8,000 THRU $ 8,999	3									3	100.0
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
**											

240

1969 MINORITY GROUP STUDY

TABLE 2-29

BUREAU OF THE BUDGET

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	519	67	12.9	1	.2	1	.2	3	.6	447	86.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	504	59	11.7	1	.2	1	.2	3	.6	440	87.3
GS- 1 THRU 4	14	6	42.9							8	57.1
GS- 5 THRU 8	135	44	32.6	1	.7					90	66.7
GS- 9 THRU 11	65	3	4.6			1	1.5	1	1.5	60	92.3
GS-12 THRU 13	77	2	2.6							75	97.4
GS-14 THRU 15	146	4	2.7					1	.7	141	96.6
GS-16 THRU 18	67							1	1.5	66	98.5
TOTAL WAGE SYSTEMS.....	10	8	80.0							2	20.0
UP THRU $5,499											
$ 5,500 THRU $ 6,999	4	4	100.0								
$ 7,000 THRU $ 7,999	2	2	100.0								
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999	2	1	50.0							1	50.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	5									5	100.0

1969 MINORITY GROUP STUDY

TABLE 2-29a

BUREAU OF THE BUDGET

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	527	53	10.1			1	.2	1	.2	472	89.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	511	47	9.2			1	.2	1	.2	462	90.4
GS- 1 THRU 4	24	13	54.2							11	45.8
GS- 5 THRU 8	130	27	20.8			1	.8			102	78.5
GS- 9 THRU 11	65	2	3.1							63	96.9
GS-12 THRU 13	88	3	3.4							85	96.6
GS-14 THRU 15	132	2	1.5							130	98.5
GS-16 THRU 18	72							1	1.4	71	98.6
TOTAL WAGE SYSTEMS.....	9	6	66.7							3	33.3
UP THRU $5,499	3	3	100.0								
$ 5,500 THRU $ 6,999	3	2	66.7							1	33.3
$ 7,000 THRU $ 7,999	1	1	100.0								
$ 8,000 THRU $ 8,999	2									2	100.0
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7									7	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	6									6	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-30

CABINET TASK FORCE ON OIL IMPORT CONTROL

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9	2	22.2							7	77.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9	2	22.2							7	77.8
GS- 1 THRU 4											
GS- 5 THRU 8	1	1	100.0								
GS- 9 THRU 11	2	1	50.0							1	50.0
GS-12 THRU 13	1									1	100.0
GS-14 THRU 15	4									4	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 2-31

CANAL ZONE GOVERNMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,559	49	3.1	72	4.6	4	.3	6	.4	1,428	91.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	580	20	3.4	48	8.3			6	1.0	506	87.2
GS- 1 THRU 4	67	6	9.0	7	10.4			1	1.5	53	79.1
GS- 5 THRU 8	286	6	2.1	23	8.0			2	.7	255	89.2
GS- 9 THRU 11	162	7	4.3	11	6.8			3	1.9	141	87.0
GS-12 THRU 13	53	1	1.9	7	13.2					45	84.9
GS-14 THRU 15	12									12	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	1	1	100.0								
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	978	28	2.9	24	2.5	4	.4			922	94.3
UP THRU $6,499	4	4	100.0								
$ 6,500 THRU $ 9,999	521	24	4.6	17	3.3	3	.6			477	91.6
$10,000 THRU $13,999	393			6	1.5	1	.3			386	98.2
$14,000 THRU $17,999	35									35	100.0
$18,000 THRU $25,999	18									18	100.0
$26,000 AND OVER	7			1	14.3					6	85.7

1969 MINORITY GROUP STUDY

TABLE 2-31a

CANAL ZONE GOVERNMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,511	35	2.3	78	5.2	1	.1	7	.5	1,390	92.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	589	15	2.5	61	10.4	1	.2	7	1.2	505	85.7
GS- 1 THRU 4	85	1	1.2	11	12.9					73	85.9
GS- 5 THRU 8	362	12	3.3	35	9.7	1	.3	5	1.4	309	85.4
GS- 9 THRU 11	79	2	2.5	4	5.1			1	1.3	72	91.1
GS-12 THRU 13	44			9	20.5			1	2.3	34	77.3
GS-14 THRU 15	19			2	10.5					17	89.5
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	922	20	2.2	17	1.8					885	96.0
UP THRU $6,499	35	6	17.1							29	82.9
$ 6,500 THRU $ 9,999	442	12	2.7	9	2.0					421	95.2
$10,000 THRU $13,999	341	1	.3	5	1.5					335	98.2
$14,000 THRU $17,999	73			1	1.4					72	98.6
$18,000 AND OVER	31	1	3.2	2	6.5					28	90.3
**											

1969 MINORITY GROUP STUDY

TABLE 2-32

CIVIL AERONAUTICS BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	630	104	16.5	1	.2			2	.3	523	83.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	601	91	15.1	1	.2			2	.3	507	84.4
GS- 1 THRU 4	37	24	64.9							13	35.1
GS- 5 THRU 8	187	57	30.5					2	1.1	128	68.4
GS- 9 THRU 11	109	5	4.6	1	.9					103	94.5
GS-12 THRU 13	127	4	3.1							123	96.9
GS-14 THRU 15	98	1	1.0							97	99.0
GS-16 THRU 18	43									43	100.0
TOTAL WAGE SYSTEMS.....	14	13	92.9							1	7.1
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	4	4	100.0								
$ 7,000 THRU $ 7,999	5	4	80.0							1	20.0
$ 8,000 THRU $ 8,999	2	2	100.0								
$ 9,000 THRU $ 9,999	1	1	100.0								
$10,000 THRU $13,999	1	1	100.0								
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	15									15	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	5									5	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	9									9	100.0

245

1969 MINORITY GROUP STUDY

TABLE 2-32a

CIVIL AERONAUTICS BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	640	109	17.0	1	.2			1	.2	529	82.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	610	95	15.6	1	.2			1	.2	513	84.1
GS- 1 THRU 4	51	33	64.7					1	2.0	17	33.3
GS- 5 THRU 8	182	53	29.1							129	70.9
GS- 9 THRU 11	109	5	4.6	1	.9					103	94.5
GS-12 THRU 13	125	4	3.2							121	96.8
GS-14 THRU 15	102									102	100.0
GS-16 THRU 18	41									41	100.0
TOTAL WAGE SYSTEMS.....	15	14	93.3							1	6.7
UP THRU $5,499	3	3	100.0								
$ 5,500 THRU $ 6,999	10	9	90.0							1	10.0
$ 7,000 THRU $ 7,999	1	1	100.0								
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	15									15	100.0
UP THRU $5,499											
$ 6,500 THRU $ 9,999	4									4	100.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER	10									10	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-33

CIVIL SERVICE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,886	1,123	23.0	118	2.4	6	.1	29	.6	3,610	73.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,839	1,092	22.6	118	2.4	6	.1	29	.6	3,594	74.3
GS- 1 THRU 4	1,666	686	41.2	64	3.8	3	.2	12	.7	901	54.1
GS- 5 THRU 8	1,021	284	27.8	22	2.2	1	.1	7	.7	707	69.2
GS- 9 THRU 11	1,126	78	6.9	18	1.6	1	.1	8	.7	1,021	90.7
GS-12 THRU 13	686	33	4.8	9	1.3	1	.1	1	.1	642	93.6
GS-14 THRU 15	293	11	3.8	5	1.7			1	.3	276	94.2
GS-16 THRU 18	47									47	100.0
TOTAL WAGE SYSTEMS.....	43	30	69.8							13	30.2
UP THRU $5,499	7	6	85.7							1	14.3
$ 5,500 THRU $ 6,999	15	11	73.3							4	26.7
$ 7,000 THRU $ 7,999	16	11	68.8							5	31.3
$ 8,000 THRU $ 8,999	2	1	50.0							1	50.0
$ 9,000 THRU $ 9,999	2	1	50.0							1	50.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	4	1	25.0							3	75.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	4	1	25.0							3	75.0

1969 MINORITY GROUP STUDY

CIVIL SERVICE COMMISSION

TABLE 2-33a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,044	1,037	20.6	99	2.0	8	.2	33	.7	3,867	76.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,992	1,015	20.3	98	2.0	8	.2	33	.7	3,838	76.9
GS- 1 THRU 4	1,947	709	36.4	63	3.2	6	.3	14	.7	1,155	59.3
GS- 5 THRU 8	958	220	23.0	15	1.6	1	.1	9	.9	713	74.4
GS- 9 THRU 11	1,173	58	4.9	14	1.2			8	.7	1,093	93.2
GS-12 THRU 13	608	24	3.9	3	.5	1	.2	1	.2	579	95.2
GS-14 THRU 15	264	4	1.5	3	1.1			1	.4	256	97.0
GS-16 THRU 18	42									42	100.0
TOTAL WAGE SYSTEMS.....	48	22	45.8	1	2.1					25	52.1
UP THRU $5,499	15	1	6.7	1	6.7					13	86.7
$ 5,500 THRU $ 6,999	26	18	69.2							8	30.8
$ 7,000 THRU $ 7,999	4	3	75.0							1	25.0
$ 8,000 THRU $ 8,999	2									2	100.0
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	4									4	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	4									4	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-34

COASTAL PLAINS REGIONAL COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6									6	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5									5	100.0
GS- 1 THRU 4											
GS- 5 THRU 8	1									1	100.0
GS- 9 THRU 11	1									1	100.0
GS-12 THRU 13											
GS-14 THRU 15	2									2	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1									1	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

252

1969 MINORITY GROUP STUDY

TABLE 2-34a

COASTAL PLAINS REGIONAL COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4									4	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS= 1 THRU 4											
GS= 5 THRU 8											
GS= 9 THRU 11											
GS=12 THRU 13											
GS=14 THRU 15											
GS=16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	4									4	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999	2									2	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	2									2	100.0
**											

251

1969 MINORITY GROUP STUDY

COMMISSION ON CIVIL RIGHTS

TABLE 2-35

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	145	75	51.7	14	9.7					56	38.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	145	75	51.7	14	9.7					56	38.6
GS- 1 THRU 4	8	3	37.5	1	12.5					4	50.0
GS- 5 THRU 8	49	38	77.6	4	8.2					7	14.3
GS- 9 THRU 11	27	16	59.3	2	7.4					9	33.3
GS-12 THRU 13	31	12	38.7	2	6.5					17	54.8
GS-14 THRU 15	25	4	16.0	4	16.0					17	68.0
GS-16 THRU 18	5	2	40.0	1	20.0					2	40.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

252

1969 MINORITY GROUP STUDY

COMMISSION ON CIVIL RIGHTS

TABLE 2-35a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	156	72	46.2	9	5.8					75	48.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	155	72	46.5	9	5.8					74	47.7
GS- 1 THRU 4	25	15	60.0	1	4.0					9	36.0
GS- 5 THRU 8	53	34	64.2	1	1.9					18	34.0
GS- 9 THRU 11	28	5	17.9	6	21.4					17	60.7
GS-12 THRU 13	22	9	40.9							13	59.1
GS-14 THRU 15	21	6	28.6	1	4.8					14	66.7
GS-16 THRU 18	6	3	50.0							3	50.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1									1	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER **	1									1	100.0

1969 MINORITY GROUP STUDY

TABLE 2-36

COMMISSION OF FINE ARTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	5									5	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5									5	100.0
GS- 1 THRU 4											
GS- 5 THRU 8	2									2	100.0
GS- 9 THRU 11	2									2	100.0
GS-12 THRU 13											
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 2-36a

COMMISSION OF FINE ARTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6									6	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6									6	100.0
GS- 1 THRU 4											
GS- 5 THRU 8	2									2	100.0
GS- 9 THRU 11	1									1	100.0
GS-12 THRU 13	2									2	100.0
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
**											

1969 MINORITY GROUP STUDY TABLE 2-37

COMMISSION ON MARINE SCIENCE, ENGINEERING, AND RESOURCES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14	3	21.4							11	78.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	14	3	21.4							11	78.6
GS- 1 THRU 4	5	2	40.0							3	60.0
GS- 5 THRU 8	3	1	33.3							2	66.7
GS- 9 THRU 11	3									3	100.0
GS-12 THRU 13											
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
**											

1969 MINORITY GROUP STUDY TABLE 2-38

COMMISSION ON OBSCENITY AND PORNOGRAPHY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	11	1	9.1							10	90.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	11	1	9.1							10	90.9
UP THRU $5,499	1									1	100.0
$ 6,500 THRU $ 9,999	3	1	33.3							2	66.7
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	1									1	100.0

1969 MINORITY GROUP STUDY TABLE 2-39

COMMISSION ON POLITICAL ACTIVITY OF GOVERNMENT PERSONNEL

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	7									7	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7									7	100.0
UP THRU $6,499	2									2	100.0
$ 6,500 THRU $ 9,999	2									2	100.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER **	1									1	100.0

1969 MINORITY GROUP STUDY

TABLE 2-40

COUNCIL OF ECONOMIC ADVISERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	49	3	6.1							46	93.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	28	3	10.7							25	89.3
GS- 1 THRU 4	2	1	50.0							1	50.0
GS- 5 THRU 8	11	2	18.2							9	81.8
GS- 9 THRU 11	12									12	100.0
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	21									21	100.0
UP THRU $6,499	1									1	100.0
$ 6,500 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999	7									7	100.0
$26,000 AND OVER	9									9	100.0

397-650 O - 70 - 18

1969 MINORITY GROUP STUDY

TABLE 2-40a

COUNCIL OF ECONOMIC ADVISERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	45	2	4.4							43	95.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	25	2	8.0							23	92.0
GS- 1 THRU 4	1	1	100.0								
GS- 5 THRU 8	15	1	6.7							14	93.3
GS- 9 THRU 11	9									9	100.0
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	20									20	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999										5	100.0
$14,000 THRU $17,999	5									15	100.0
$18,000 AND OVER	15										
**											

1969 MINORITY GROUP STUDY

TABLE 2-41

DELAWARE RIVER BASIN COMMISSION 1/

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	2									2	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1									1	100.0
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11	1									1	100.0
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1									1	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

1/ IN 1967 INCLUDED IN DEPARTMENT OF THE INTERIOR.

1969

1969 MINORITY GROUP STUDY

TABLE 2-42

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	568	291	51.2	39	6.9	2	.4	2	.4	234	41.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	556	281	50.6	38	6.8	2	.4	2	.4	232	41.8
GS- 1 THRU 4	117	84	71.8	6	5.1					27	23.1
GS- 5 THRU 8	111	65	58.6	6	5.4			2	1.8	38	34.2
GS- 9 THRU 11	157	66	42.0	9	5.7	1	.6			81	51.6
GS-12 THRU 13	105	38	36.2	12	11.4	1	1.0			54	51.4
GS-14 THRU 15	55	22	40.0	5	9.1					28	50.9
GS-16 THRU 18	10	6	60.0							4	40.0
TOTAL WAGE SYSTEMS.....	9	9	100.0								
UP THRU $5,499	2	2	100.0								
$ 5,500 THRU $ 6,999	7	7	100.0								
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	4	1	25.0	1	25.0					2	50.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	4	1	25.0	1	25.0					2	50.0

1969 MINORITY GROUP STUDY

TABLE 2-42a

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	313	157	50.2	26	8.3	1	.3	1	.3	128	40.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	306	152	49.7	25	8.2	1	.3	1	.3	127	41.5
GS- 1 THRU 4	53	36	67.9	2	3.8					15	28.3
GS- 5 THRU 8	75	43	57.3	4	5.3			1	1.3	27	36.0
GS- 9 THRU 11	52	25	48.1	7	13.5					20	38.5
GS-12 THRU 13	69	26	37.7	7	10.1	1	1.4			35	50.7
GS-14 THRU 15	41	15	36.6	4	9.8					22	53.7
GS-16 THRU 18	16	7	43.8	1	6.3					8	50.0
TOTAL WAGE SYSTEMS.....	3	3	100.0								
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	2	2	100.0								
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	4	2	50.0	1	25.0					1	25.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	4	2	50.0	1	25.0					1	25.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-43

EXPORT - IMPORT BANK OF THE UNITED STATES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	325	42	12.9	1	.3	1	.3	2	.6	279	85.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	312	34	10.9	1	.3	1	.3	2	.6	274	87.8
GS- 1 THRU 4	41	21	51.2							20	48.8
GS- 5 THRU 8	119	11	9.2	1	.8	1	.8			106	89.1
GS- 9 THRU 11	46	2	4.3							44	95.7
GS-12 THRU 13	40							1	2.5	39	97.5
GS-14 THRU 15	53							1	1.9	52	98.1
GS-16 THRU 18	13									13	100.0
TOTAL WAGE SYSTEMS.....	8	8	100.0								
UP THRU $5,499	2	2	100.0								
$ 5,500 THRU $ 6,999	2	2	100.0								
$ 7,000 THRU $ 7,999	3	3	100.0								
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $5,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	5									5	100.0

1969 MINORITY GROUP STUDY

TABLE 2-43a

EXPORT - IMPORT BANK OF THE UNITED STATES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	310	25	8.1	1	.3			2	.6	282	91.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	300	19	6.3	1	.3			2	.7	278	92.7
GS- 1 THRU 4	52	11	21.2							41	78.8
GS- 5 THRU 8	100	7	7.0	1	1.0			1	1.0	91	91.0
GS- 9 THRU 11	50	1	2.0							49	98.0
GS-12 THRU 13	35									35	100.0
GS-14 THRU 15	49							1	2.0	48	98.0
GS-16 THRU 18	14									14	100.0
TOTAL WAGE SYSTEMS.....	5	5	100.0								
UP THRU $5,499											
$ 5,500 THRU $ 6,999	5	5	100.0								
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5	1	20.0							4	80.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER **	5	1	20.0							4	80.0

1969 MINORITY GROUP STUDY

TABLE 2-44

FARM CREDIT ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	209	14	6.7	1	.5					194	92.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	203	11	5.4	1	.5					191	94.1
GS- 1 THRU 4	14	4	28.6	1	7.1					9	64.3
GS- 5 THRU 8	60	6	10.0							54	90.0
GS- 9 THRU 11	36	1	2.8							35	97.2
GS-12 THRU 13	51									51	100.0
GS-14 THRU 15	37									37	100.0
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....	3	3	100.0								
UP THRU $5,499											
$ 5,500 THRU $ 6,999	1	1	100.0								
$ 7,000 THRU $ 7,999	1	1	100.0								
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	3									3	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	3									3	100.0

266

1969 MINORITY GROUP STUDY

TABLE 2-44a

FARM CREDIT ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	217	13	6.0							204	94.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	207	10	4.8							197	95.2
GS- 1 THRU 4	17	5	29.4							12	70.6
GS- 5 THRU 8	63	5	7.9							58	92.1
GS- 9 THRU 11	37									37	100.0
GS-12 THRU 13	51									51	100.0
GS-14 THRU 15	33									33	100.0
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	3	3	100.0								
UP THRU $5,499											
$ 5,500 THRU $ 6,999	3	3	100.0								
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7									7	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	5									5	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-45

FEDERAL COAL MINE SAFETY BOARD OF REVIEW

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	3									3	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3									3	100.0
GS- 1 THRU 4											
GS- 5 THRU 8	1									1	100.0
GS- 9 THRU 11	1									1	100.0
GS-12 THRU 13											
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 2-45a

FEDERAL COAL MINE SAFETY BOARD OF REVIEW

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	4									4	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4									4	100.0
GS- 1 THRU 4	1									1	100.0
GS- 5 THRU 8	1									1	100.0
GS- 9 THRU 11	1									1	100.0
GS-12 THRU 13											
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
**											

1969 MINORITY GROUP STUDY

TABLE 2-46

FEDERAL COMMUNICATIONS COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,465	250	17.1	11	.8	1	.1	5	.3	1,198	81.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,423	226	15.9	9	.6	1	.1	5	.4	1,182	83.1
GS- 1 THRU 4	202	102	50.5	2	1.0					98	48.5
GS- 5 THRU 8	437	88	20.1	5	1.1	1	.2	1	.2	342	78.3
GS- 9 THRU 11	255	18	7.1	1	.4			2	.8	234	91.8
GS-12 THRU 13	280	15	5.4	1	.4			1	.4	263	93.9
GS-14 THRU 15	202	3	1.5					1	.5	198	98.0
GS-16 THRU 18	47									47	100.0
TOTAL WAGE SYSTEMS.....	35	24	68.6	2	5.7					9	25.7
UP THRU $5,499											
$ 5,500 THRU $ 6,999	14	9	64.3	1	7.1					4	28.6
$ 7,000 THRU $ 7,999	9	6	66.7	1	11.1					2	22.2
$ 8,000 THRU $ 8,999	4	4	100.0								
$ 9,000 THRU $ 9,999	4	4	100.0								
$10,000 THRU $13,999	4	1	25.0							3	75.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7									7	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	7									7	100.0

1969 MINORITY GROUP STUDY

TABLE 2-46a

FEDERAL COMMUNICATIONS COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,490	229	15.4	10	.7	1	.1	5	.3	1,245	83.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,448	206	14.2	8	.6	1	.1	5	.3	1,228	84.8
GS- 1 THRU 4	245	109	44.5	2	.8					134	54.7
GS- 5 THRU 8	458	66	14.4	4	.9	1	.2	4	.9	383	83.6
GS- 9 THRU 11	252	15	6.0	1	.4					236	93.7
GS-12 THRU 13	248	15	6.0	1	.4			1	.4	231	93.1
GS-14 THRU 15	197	1	.5							196	99.5
GS-16 THRU 18	48									48	100.0
TOTAL WAGE SYSTEMS.....	35	23	65.7	2	5.7					10	28.6
UP THRU $5,499	6	3	50.0							3	50.0
$ 5,500 THRU $ 6,999	16	10	62.5	2	12.5					4	25.0
$ 7,000 THRU $ 7,999	7	6	85.7							1	14.3
$ 8,000 THRU $ 8,999	4	3	75.0							1	25.0
$ 9,000 THRU $ 9,999	1	1	100.0								
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7									7	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	7									7	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-47

FEDERAL DEPOSIT INSURANCE CORPORATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,161	125	5.8	8	.4	1		8	.4	2,019	93.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,097	103	4.9	8	.4	1		8	.4	1,977	94.3
GS- 1 THRU 4	252	61	24.2	1	.4	1	.4	3	1.2	186	73.8
GS- 5 THRU 8	689	23	3.3	2	.3			2	.3	662	96.1
GS- 9 THRU 11	558	16	2.9	2	.4			2	.4	538	96.4
GS-12 THRU 13	404	1	.2	3	.7					400	99.0
GS-14 THRU 15	152	2	1.3							150	98.7
GS-16 THRU 18	42							1	2.4	41	97.6
TOTAL WAGE SYSTEMS.....	13	12	92.3							1	7.7
UP THRU $5,499											
$ 5,500 THRU $ 6,999	7	6	85.7								
$ 7,000 THRU $ 7,999	4	4	100.0							1	14.3
$ 8,000 THRU $ 8,999	2	2	100.0								
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	51	10	19.6							41	80.4
UP THRU $6,499	40	9	22.5							31	77.5
$ 6,500 THRU $ 9,999	8	1	12.5							7	87.5
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	2									2	100.0

212

1969 MINORITY GROUP STUDY

TABLE 2-47a

FEDERAL DEPOSIT INSURANCE CORPORATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,782	100	5.6	10	.6	1	.1	7	.4	1,664	93.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,716	69	4.0	9	.5	1	.1	6	.3	1,631	95.0
GS- 1 THRU 4	256	46	18.0			1	.4	2	.8	207	80.9
GS- 5 THRU 8	539	18	3.3	2	.4			3	.6	516	95.7
GS- 9 THRU 11	468	2	.4	5	1.1					461	98.5
GS-12 THRU 13	303	2	.7	2	.7					299	98.7
GS-14 THRU 15	111	1	.9					1	.9	109	98.2
GS-16 THRU 18	39									39	100.0
TOTAL WAGE SYSTEMS.....	14	14	100.0								
UP THRU $5,499	2	2	100.0								
$ 5,500 THRU $ 6,999	9	9	100.0								
$ 7,000 THRU $ 7,999	3	3	100.0								
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	52	17	32.7	1	1.9			1	1.9	33	63.5
UP THRU $6,499	46	17	37.0	1	2.2			1	2.2	27	58.7
$ 6,500 THRU $ 9,999	3									3	100.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	1									1	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-48

FEDERAL FIELD COMMITTEE FOR DEVELOPMENT PLANNING IN ALASKA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	8									8	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	8									8	100.0
GS- 1 THRU 4											
GS- 5 THRU 8	2									2	100.0
GS- 9 THRU 11	1									1	100.0
GS-12 THRU 13	1									1	100.0
GS-14 THRU 15	3									3	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

214

397-650 O - 70 - 19

1969 MINORITY GROUP STUDY TABLE 2-48a

FEDERAL FIELD COMMITTEE FOR DEVELOPMENT PLANNING IN ALASKA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	10									10	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10									10	100.0
GS- 1 THRU 4	1									1	100.0
GS- 5 THRU 8	3									3	100.0
GS- 9 THRU 11	1									1	100.0
GS-12 THRU 13	1									1	100.0
GS-14 THRU 15	3									3	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
**											

1969 MINORITY GROUP STUDY

TABLE 2-49

FEDERAL HOME LOAN BANK BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,185	76	6.4	5	.4	1	.1	8	.7	1,095	92.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,163	68	5.8	5	.4	1	.1	8	.7	1,081	92.9
GS- 1 THRU 4	128	35	27.3	1	.8	1	.8	1	.8	90	70.3
GS- 5 THRU 8	191	22	11.5					3	1.6	166	86.9
GS- 9 THRU 11	327	10	3.1	1	.3			2	.6	314	96.0
GS-12 THRU 13	384	1	.3	3	.8			2	.5	378	98.4
GS-14 THRU 15	125									125	100.0
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	19	8	42.1							11	57.9
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	8	6	75.0							2	25.0
$ 7,000 THRU $ 7,999	3									3	100.0
$ 8,000 THRU $ 8,999	3	1	33.3							2	66.7
$ 9,000 THRU $ 9,999	2									2	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	3									3	100.0
UP THRU $5,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	3									3	100.0

1969 MINORITY GROUP STUDY

TABLE 2-49a

FEDERAL HOME LOAN BANK BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,280	56	4.4	5	.4	1	.1	7	.5	1,211	94.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,259	50	4.0	5	.4	1	.1	7	.6	1,196	95.0
GS- 1 THRU 4	152	29	19.1	1	.7	1	.7	2	1.3	119	78.3
GS- 5 THRU 8	217	13	6.0					2	.9	202	93.1
GS- 9 THRU 11	421	7	1.7	1	.2					413	98.1
GS-12 THRU 13	340	1	.3	3	.9			3	.9	333	97.9
GS-14 THRU 15	117									117	100.0
GS-16 THRU 18	12									12	100.0
TOTAL WAGE SYSTEMS.....	18	6	33.3							12	66.7
UP THRU $5,499											
$ 5,500 THRU $ 6,999	11	5	45.5							6	54.5
$ 7,000 THRU $ 7,999	3	1	33.3							2	66.7
$ 8,000 THRU $ 8,999	2									2	100.0
$ 9,000 THRU $ 9,999	2									2	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	3									3	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	3									3	100.0
**											

1969 MINORITY GROUP STUDY TABLE 2-50

FEDERAL MARITIME COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	222	33	14.9	1	.5			2	.9	186	83.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	214	30	14.0	1	.5			2	.9	181	84.6
GS- 1 THRU 4	13	7	53.8							6	46.2
GS- 5 THRU 8	69	21	30.4					2	2.9	46	66.7
GS- 9 THRU 11	30	2	6.7							28	93.3
GS-12 THRU 13	49			1	2.0					48	98.0
GS-14 THRU 15	39									39	100.0
GS-16 THRU 18	14									14	100.0
TOTAL WAGE SYSTEMS.....	3	3	100.0								
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999	3	3	100.0								
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	5									5	100.0

1969 MINORITY GROUP STUDY

TABLE 2-50a

FEDERAL MARITIME COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	251	27	10.8	1	.4			1	.4	222	88.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	243	24	9.9	1	.4			1	.4	217	89.3
GS- 1 THRU 4	19	9	47.4							10	52.6
GS- 5 THRU 8	76	13	17.1					1	1.3	62	81.6
GS- 9 THRU 11	31	2	6.5							29	93.5
GS-12 THRU 13	61			1	1.6					60	98.4
GS-14 THRU 15	33									33	100.0
GS-16 THRU 18	23									23	100.0
TOTAL WAGE SYSTEMS.....	3	3	100.0								
UP THRU $5,499											
$ 5,500 THRU $ 6,999	3	3	100.0								
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER **	5									5	100.0

1969 MINORITY GROUP STUDY TABLE 2-51

FEDERAL MEDIATION AND CONCILIATION SERVICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	425	33	7.8	3	.7			3	.7	386	90.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	423	33	7.8	3	.7			3	.7	384	90.8
GS- 1 THRU 4	31	9	29.0							22	71.0
GS- 5 THRU 8	90	14	15.6	3	3.3			3	3.3	70	77.8
GS- 9 THRU 11	19	3	15.8							16	84.2
GS-12 THRU 13	88	4	4.5							84	95.5
GS-14 THRU 15	186	3	1.6							183	98.4
GS-16 THRU 18	9									9	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	2									2	100.0

1969 MINORITY GROUP STUDY

TABLE 2-51a

FEDERAL MEDIATION AND CONCILIATION SERVICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	437	30	6.9					3	.7	404	92.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	435	30	6.9					3	.7	402	92.4
GS- 1 THRU 4	39	13	33.3							26	66.7
GS- 5 THRU 8	82	8	9.8					3	3.7	71	86.6
GS- 9 THRU 11	25	3	12.0							22	88.0
GS-12 THRU 13	112	2	1.8							110	98.2
GS-14 THRU 15	167	3	1.8							164	98.2
GS-16 THRU 18	10	1	10.0							9	90.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	2									2	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-52

FEDERAL POWER COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,062	209	19.7	5	.5	1	.1	12	1.1	835	78.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,035	191	18.5	5	.5	1	.1	12	1.2	826	79.8
GS- 1 THRU 4	90	64	71.1							26	28.9
GS- 5 THRU 8	273	90	33.0	1	.4			1	.4	181	66.3
GS- 9 THRU 11	166	16	9.6					3	1.8	147	88.6
GS-12 THRU 13	268	15	5.6	4	1.5			4	1.5	245	91.4
GS-14 THRU 15	196	6	3.1			1	.5	3	1.5	186	94.9
GS-16 THRU 18	42							1	2.4	41	97.6
TOTAL WAGE SYSTEMS.....	22	18	81.8							4	18.2
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	6	6	100.0								
$ 7,000 THRU $ 7,999	9	8	88.9							1	11.1
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999	3	2	66.7							1	33.3
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	5									5	100.0

1969 MINORITY GROUP STUDY

TABLE 2-52a

FEDERAL POWER COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,110	180	16.2	6	.5	2	.2	13	1.2	909	81.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,082	164	15.2	6	.6	2	.2	13	1.2	897	82.9
GS- 1 THRU 4	134	84	62.7	1	.7					49	36.6
GS- 5 THRU 8	280	56	20.0	1	.4			2	.7	221	78.9
GS- 9 THRU 11	183	15	8.2	1	.5	1	.5	4	2.2	162	88.5
GS-12 THRU 13	267	7	2.6	3	1.1	1	.4	3	1.1	253	94.8
GS-14 THRU 15	174	2	1.1					4	2.3	168	96.6
GS-16 THRU 18	44									44	100.0
TOTAL WAGE SYSTEMS.....	23	16	69.6							7	30.4
UP THRU $5,499	5	4	80.0							1	20.0
$ 5,500 THRU $ 6,999	11	9	81.8							2	18.2
$ 7,000 THRU $ 7,999	2									2	100.0
$ 8,000 THRU $ 8,999	4	3	75.0							1	25.0
$ 9,000 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	5									5	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-53

FEDERAL RADIATION COUNCIL

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4									4	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4									4	100.0
GS- 1 THRU 4											
GS- 5 THRU 8	1									1	100.0
GS- 9 THRU 11	1									1	100.0
GS-12 THRU 13											
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

F&C

1969 MINORITY GROUP STUDY

TABLE 2-53a

FEDERAL RADIATION COUNCIL

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4									4	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4									4	100.0
GS- 1 THRU 4											
GS- 5 THRU 8	2									2	100.0
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
**											

285

1969 MINORITY GROUP STUDY

TABLE 2-54

FEDERAL TRADE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,240	245	19.8	5	.4			6	.5	984	79.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,211	234	19.3	5	.4			6	.5	966	79.8
GS- 1 THRU 4	258	169	65.5	4	1.6			1	.4	84	32.6
GS- 5 THRU 8	277	51	18.4	1	.4			2	.7	223	80.5
GS- 9 THRU 11	200	10	5.0							190	95.0
GS-12 THRU 13	180	4	2.2					2	1.1	174	96.7
GS-14 THRU 15	263							1	.4	262	99.6
GS-16 THRU 18	33									33	100.0
TOTAL WAGE SYSTEMS.....	21	11	52.4							10	47.6
UP THRU $5,499	3	2	66.7							1	33.3
$ 5,500 THRU $ 6,999	7	7	100.0								
$ 7,000 THRU $ 7,999	3	1	33.3							2	66.7
$ 8,000 THRU $ 8,999	2									2	100.0
$ 9,000 THRU $ 9,999	3	1	33.3							2	66.7
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	8									8	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	5									5	100.0

1969 MINORITY GROUP STUDY

TABLE 2-54a

FEDERAL TRADE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,179	149	12.6	5	.4			6	.5	1,019	86.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,156	142	12.3	5	.4			6	.5	1,003	86.8
GS- 1 THRU 4	244	104	42.6	5	2.0			3	1.2	132	54.1
GS- 5 THRU 8	274	33	12.0							241	88.0
GS- 9 THRU 11	160	2	1.3							158	98.8
GS-12 THRU 13	202	3	1.5					2	1.0	197	97.5
GS-14 THRU 15	232							1	.4	231	99.6
GS-16 THRU 18	44									44	100.0
TOTAL WAGE SYSTEMS.....	18	7	38.9							11	61.1
UP THRU $5,499											
$ 5,500 THRU $ 6,999	9	5	55.6							4	44.4
$ 7,000 THRU $ 7,999	4	2	50.0							2	50.0
$ 8,000 THRU $ 8,999	4									4	100.0
$ 9,000 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER **	5									5	100.0

1969 MINORITY GROUP STUDY

TABLE 2-55

FOREIGN CLAIMS SETTLEMENT COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	37	9	24.3							28	75.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	34	8	23.5							26	76.5
GS- 1 THRU 4	2	2	100.0								
GS- 5 THRU 8	12	5	41.7							7	58.3
GS- 9 THRU 11	5									5	100.0
GS-12 THRU 13	4									4	100.0
GS-14 THRU 15	10	1	10.0							9	90.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	1	1	100.0								
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999	1	1	100.0								
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	2									2	100.0

882

1969 MINORITY GROUP STUDY

TABLE 2-55a

FOREIGN CLAIMS SETTLEMENT COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	108	28	25.9							80	74.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	103	26	25.2							77	74.8
GS- 1 THRU 4	22	13	59.1							9	40.9
GS- 5 THRU 8	32	12	37.5							20	62.5
GS- 9 THRU 11	15									15	100.0
GS-12 THRU 13	20									20	100.0
GS-14 THRU 15	13	1	7.7							12	92.3
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	2	2	100.0								
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	1	1	100.0								
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	3									3	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	3									3	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-56

FOUR CORNERS REGIONAL COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6									6	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5									5	100.0
GS- 1 THRU 4											
GS- 5 THRU 8	1									1	100.0
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15	4									4	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1									1	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

397-650 O - 70 - 20

1969 MINORITY GROUP STUDY

TABLE 2-56a

FOUR CORNERS REGIONAL COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6	1	16.7			1	16.7			4	66.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	6	1	16.7			1	16.7			4	66.7
UP THRU $6,499	1					1	100.0				
$ 6,500 THRU $ 9,999	1	1	100.0								
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	2									2	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-57

GENERAL ACCOUNTING OFFICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,401	624	14.2	29	.7	2		16	.4	3,730	84.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,357	592	13.6	29	.7	2		16	.4	3,718	85.3
GS- 1 THRU 4	600	400	66.7	4	.7			2	.3	194	32.3
GS- 5 THRU 8	917	141	15.4	4	.4			5	.5	767	83.6
GS- 9 THRU 11	1,082	46	4.3	7	.6	1	.1	6	.6	1,022	94.5
GS-12 THRU 13	1,166	4	.3	14	1.2	1	.1	2	.2	1,145	98.2
GS-14 THRU 15	531	1	.2					1	.2	529	99.6
GS-16 THRU 18	61									61	100.0
TOTAL WAGE SYSTEMS.....	41	32	78.0							9	22.0
UP THRU $5,499	9	9	100.0								
$ 5,500 THRU $ 6,999	16	13	81.3							3	18.8
$ 7,000 THRU $ 7,999	5	5	100.0								
$ 8,000 THRU $ 8,999	9	5	55.6							4	44.4
$ 9,000 THRU $ 9,999	2									2	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	3									3	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	3									3	100.0

252

1969 MINORITY GROUP STUDY

TABLE 2-57a

GENERAL ACCOUNTING OFFICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,209	566	13.4	40	1.0	4	.1	11	.3	3,588	85.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,174	543	13.0	40	1.0	4	.1	11	.3	3,576	85.7
GS- 1 THRU 4	654	398	60.9	6	.9	1	.2	1	.2	248	37.9
GS- 5 THRU 8	843	108	12.8	8	.9	1	.1	5	.6	721	85.5
GS- 9 THRU 11	1,174	36	3.1	18	1.5	2	.2	2	.2	1,116	95.1
GS-12 THRU 13	1,031			8	.8			2	.2	1,021	99.0
GS-14 THRU 15	410	1	.2					1	.2	408	99.5
GS-16 THRU 18	62									62	100.0
TOTAL WAGE SYSTEMS.....	32	23	71.9							9	28.1
UP THRU $5,499	7	5	71.4							2	28.6
$ 5,500 THRU $ 6,999	16	15	93.8							1	6.3
$ 7,000 THRU $ 7,999	7	3	42.9							4	57.1
$ 8,000 THRU $ 8,999	2									2	100.0
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	3									3	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	3									3	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-58

GENERAL SERVICES ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	36,274	13,317	36.7	918	2.5	85	.2	389	1.1	21,565	59.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	18,039	4,082	22.6	271	1.5	31	.2	182	1.0	13,473	74.7
GS- 1 THRU 4	6,315	2,316	36.7	142	2.2	12	.2	55	.9	3,790	60.0
GS- 5 THRU 8	5,374	1,439	26.8	83	1.5	14	.3	63	1.2	3,775	70.2
GS- 9 THRU 11	2,891	241	8.3	31	1.1	3	.1	41	1.4	2,575	89.1
GS-12 THRU 13	2,515	72	2.9	15	.6	1		22	.9	2,405	95.6
GS-14 THRU 15	875	13	1.5			1	.1	1	.1	860	98.3
GS-16 THRU 18	69	1	1.4							68	98.6
TOTAL WAGE SYSTEMS.....	18,211	9,235	50.7	647	3.6	54	.3	207	1.1	8,068	44.3
UP THRU $5,499	3,906	3,100	79.4	162	4.1	4	.1	3	.1	637	16.3
$ 5,500 THRU $ 6,999	6,416	3,745	58.4	284	4.4	19	.3	142	2.2	2,226	34.7
$ 7,000 THRU $ 7,999	2,638	1,028	39.0	97	3.7	9	.3	24	.9	1,480	56.1
$ 8,000 THRU $ 8,999	3,198	964	30.1	77	2.4	14	.4	25	.8	2,118	66.2
$ 9,000 THRU $ 9,999	1,193	271	22.7	21	1.8	3	.3	6	.5	892	74.8
$10,000 THRU $13,999	848	127	15.0	6	.7	5	.6	7	.8	703	82.9
$14,000 THRU $17,999	11									11	100.0
$18,000 AND OVER	1									1	100.0
TOTAL OTHER PAY SYSTEMS	24									24	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	10									10	100.0
$26,000 AND OVER	10									10	100.0

1969 MINORITY GROUP STUDY

TABLE 2-58a

GENERAL SERVICES ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	37,907	13,498	35.6	852	2.2	84	.2	404	1.1	23,069	60.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	18,256	3,677	20.1	232	1.3	28	.2	178	1.0	14,141	77.5
GS- 1 THRU 4	7,499	2,562	34.2	127	1.7	16	.2	58	.8	4,736	63.2
GS- 5 THRU 8	4,535	877	19.3	64	1.4	8	.2	61	1.3	3,525	77.7
GS- 9 THRU 11	2,992	181	6.0	26	.9	3	.1	42	1.4	2,740	91.6
GS-12 THRU 13	2,373	51	2.1	14	.6	1		16	.7	2,291	96.5
GS-14 THRU 15	787	5	.6	1	.1			1	.1	780	99.1
GS-16 THRU 18	70	1	1.4							69	98.6
TOTAL WAGE SYSTEMS.....	19,617	9,821	50.1	620	3.2	56	.3	226	1.2	8,894	45.3
UP THRU $5,499	8,961	6,296	70.3	330	3.7	16	.2	64	.7	2,255	25.2
$ 5,500 THRU $ 6,999	5,372	2,391	44.5	208	3.9	26	.5	125	2.3	2,622	48.8
$ 7,000 THRU $ 7,999	3,675	927	25.2	67	1.8	10	.3	30	.8	2,641	71.9
$ 8,000 THRU $ 8,999	1,174	184	15.7	14	1.2	4	.3	5	.4	967	82.4
$ 9,000 THRU $ 9,999	332	21	6.3	1	.3			1	.3	309	93.1
$10,000 THRU $13,999	103	2	1.9					1	1.0	100	97.1
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	34									34	100.0
UP THRU $6,499	6									6	100.0
$ 6,500 THRU $ 9,999	4									4	100.0
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER	14									14	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-59

GOVERNMENT PRINTING OFFICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,417	3,528	47.6	33	.4	6	.1	10	.1	3,840	51.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,460	791	54.2	4	.3	3	.2	2	.1	660	45.2
GS- 1 THRU 4	799	599	75.0	3	.4	1	.1	1	.1	195	24.4
GS- 5 THRU 8	406	179	44.1	1	.2	2	.5			224	55.2
GS- 9 THRU 11	125	11	8.8					1	.8	113	90.4
GS-12 THRU 13	72	2	2.8							70	97.2
GS-14 THRU 15	49									49	100.0
GS-16 THRU 18	9									9	100.0
TOTAL WAGE SYSTEMS.....	5,942	2,737	46.1	29	.5	3	.1	8	.1	3,165	53.3
UP THRU $5,499	261	240	92.0	2	.8			2	.8	17	6.5
$ 5,500 THRU $ 6,999	2,007	1,683	83.9	9	.4	1		1		313	15.6
$ 7,000 THRU $ 7,999	443	385	86.9	2	.5					56	12.6
$ 8,000 THRU $ 8,999	224	133	59.4	3	1.3			2	.9	86	38.4
$ 9,000 THRU $ 9,999	135	41	30.4	4	3.0	1	.7			89	65.9
$10,000 THRU $13,999	2,856	255	8.9	9	.3	1		3	.1	2,588	90.6
$14,000 THRU $17,999	16									16	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	15									15	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999	10									10	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	2									2	100.0

1969 MINORITY GROUP STUDY

TABLE 2-59a

GOVERNMENT PRINTING OFFICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,301	3,198	43.8	30	.4	4	.1	7	.1	4,062	55.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,331	628	47.2	4	.3	3	.2	2	.2	694	52.1
GS- 1 THRU 4	761	510	67.0	2	.3	1	.1	1	.1	247	32.5
GS- 5 THRU 8	368	110	29.9	2	.5	2	.5			254	69.0
GS- 9 THRU 11	98	8	8.2							90	91.8
GS-12 THRU 13	51							1	2.0	50	98.0
GS-14 THRU 15	42									42	100.0
GS-16 THRU 18	11									11	100.0
TOTAL WAGE SYSTEMS.....	5,970	2,570	43.0	26	.4	1		5	.1	3,368	56.4
UP THRU $5,499	1,684	1,342	79.7	8	.5	1	.1	4	.2	329	19.5
$ 5,500 THRU $ 6,999	993	884	89.0	5	.5					104	10.5
$ 7,000 THRU $ 7,999	172	67	39.0	3	1.7					102	59.3
$ 8,000 THRU $ 8,999	245	83	33.9	1	.4					161	65.7
$ 9,000 THRU $ 9,999	2,407	168	7.0	7	.3			1		2,231	92.7
$10,000 THRU $13,999	466	26	5.6	2	.4					438	94.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	2									2	100.0
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
**											

1969 MINORITY GROUP STUDY

TABLE 2-60

INDIAN CLAIMS COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	30	1	3.3			2	6.7			27	90.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	25	1	4.0			1	4.0			23	92.0
GS- 1 THRU 4											
GS- 5 THRU 8	3	1	33.3							2	66.7
GS- 9 THRU 11	7					1	14.3			6	85.7
GS-12 THRU 13											
GS-14 THRU 15	15									15	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5					1	20.0			4	80.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	5					1	20.0			4	80.0

1969 MINORITY GROUP STUDY

TABLE 2-60a

INDIAN CLAIMS COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	20					1	5.0			19	95.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	18					1	5.6			17	94.4
GS- 1 THRU 4											
GS- 5 THRU 8	3					1	33.3			2	66.7
GS- 9 THRU 11	4									4	100.0
GS-12 THRU 13	1									1	100.0
GS-14 THRU 15	10									10	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	2									2	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-61

INTERAGENCY COMMITTEE ON MEXICAN-AMERICAN AFFAIRS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	25	3	12.0	14	56.0					8	32.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	25	3	12.0	14	56.0					8	32.0
GS- 1 THRU 4	4	1	25.0	2	50.0					1	25.0
GS- 5 THRU 8	6	1	16.7	1	16.7					4	66.7
GS- 9 THRU 11	8	1	12.5	4	50.0					3	37.5
GS-12 THRU 13	3			3	100.0						
GS-14 THRU 15	3			3	100.0						
GS-16 THRU 18	1			1	100.0						
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $5,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 2-61a

INTERAGENCY COMMITTEE ON MEXICAN-AMERICAN AFFAIRS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	24	4	16.7	7	29.2					13	54.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	23	4	17.4	7	30.4					12	52.2
GS- 1 THRU 4	3			2	66.7					1	33.3
GS- 5 THRU 8	7	3	42.9	2	28.6					2	28.6
GS- 9 THRU 11	7			2	28.6					5	71.4
GS-12 THRU 13	3			1	33.3					2	66.7
GS-14 THRU 15	2	1	50.0							1	50.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1									1	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER **	1									1	100.0

1969 MINORITY GROUP STUDY

TABLE 2-62

INTERSTATE COMMERCE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,801	366	20.3	5	.3			6	.3	1,424	79.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,749	332	19.0	5	.3			6	.3	1,406	80.4
GS- 1 THRU 4	313	215	68.4	2	.6			3	.9	95	30.1
GS- 5 THRU 8	426	101	23.7					3	.7	322	75.6
GS- 9 THRU 11	302	13	4.3	1	.3					288	95.4
GS-12 THRU 13	396	1	.3	2	.5					393	99.2
GS-14 THRU 15	183	1	.5							182	99.5
GS-16 THRU 18	126									126	100.0
TOTAL WAGE SYSTEMS.....	42	34	81.0							8	19.0
UP THRU $5,499	2	2	100.0								
$ 5,500 THRU $ 6,999	6	6	100.0								
$ 7,000 THRU $ 7,999	12	12	100.0								
$ 8,000 THRU $ 8,999	14	12	85.7							2	14.3
$ 9,000 THRU $ 9,999	2	2	100.0								
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	10									10	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	10									10	100.0

302

1969 MINORITY GROUP STUDY

TABLE 2-62a

INTERSTATE COMMERCE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,902	318	16.7	6	.3			2	.1	1,576	82.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,859	295	15.9	6	.3			2	.1	1,556	83.7
GS- 1 THRU 4	388	200	51.5	1	.3			1	.3	186	47.9
GS- 5 THRU 8	477	88	18.4	4	.8			1	.2	384	80.5
GS- 9 THRU 11	302	4	1.3	1	.3					297	98.3
GS-12 THRU 13	377	1	.3							376	99.7
GS-14 THRU 15	180	2	1.1							178	98.9
GS-16 THRU 18	135									135	100.0
TOTAL WAGE SYSTEMS.....	32	23	71.9							9	28.1
UP THRU $5,499	4	3	75.0							1	25.0
$ 5,500 THRU $ 6,999	17	15	88.2							2	11.8
$ 7,000 THRU $ 7,999	6	5	83.3							1	16.7
$ 8,000 THRU $ 8,999	3									3	100.0
$ 9,000 THRU $ 9,999	2									2	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	11									11	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	11									11	100.0
**											

306/307

1969 MINORITY GROUP STUDY

TABLE 2-63

NATIONAL ADVISORY COMMISSION ON CIVIL DISORDERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	141	63	44.7	1	.7	1	.7			76	53.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	132	63	47.7	1	.8	1	.8			67	50.8
GS- 1 THRU 4	10	7	70.0							3	30.0
GS- 5 THRU 8	71	44	62.0							27	38.0
GS- 9 THRU 11	19	5	26.3							14	73.7
GS-12 THRU 13	16	4	25.0	1	6.3	1	6.3			10	62.5
GS-14 THRU 15	16	3	18.8							13	81.3
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	9									9	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	8									8	100.0
**											

357-650 O - 70 - 21

1969 MINORITY GROUP STUDY

TABLE 2-64

NATIONAL ADVISORY COMMISSION ON RURAL POVERTY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	3									3	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3									3	100.0
GS- 1 THRU 4											
GS- 5 THRU 8	1									1	100.0
GS- 9 THRU 11											
GS-12 THRU 13	1									1	100.0
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
**											

1969 MINORITY GROUP STUDY

TABLE 2-65

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	32,350	1,013	3.1	240	.7	19	.1	202	.6	30,876	95.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	28,695	740	2.6	182	.6	18	.1	183	.6	27,572	96.1
GS- 1 THRU 4	2,079	182	8.8	17	.8	2	.1	8	.4	1,870	89.9
GS- 5 THRU 8	4,504	221	4.9	30	.7	4	.1	26	.6	4,223	93.8
GS- 9 THRU 11	6,147	189	3.1	48	.8	2		26	.4	5,882	95.7
GS-12 THRU 13	9,979	128	1.3	66	.7	7	.1	76	.8	9,702	97.2
GS-14 THRU 15	5,672	18	.3	21	.4	3	.1	47	.8	5,583	98.4
GS-16 THRU 18	314	2	.6							312	99.4
TOTAL WAGE SYSTEMS.....	3,263	273	8.4	58	1.8	1		18	.6	2,913	89.3
UP THRU $5,499	48	12	25.0							36	75.0
$ 5,500 THRU $ 6,999	323	113	35.0	4	1.2			3	.9	203	62.8
$ 7,000 THRU $ 7,999	364	79	21.7	10	2.7			3	.8	272	74.7
$ 8,000 THRU $ 8,999	479	35	7.3	3	.6			2	.4	439	91.6
$ 9,000 THRU $ 9,999	1,160	23	2.0	23	2.0	1	.1	8	.7	1,105	95.3
$10,000 THRU $13,999	820	11	1.3	16	2.0			2	.2	791	96.5
$14,000 THRU $17,999	69			2	2.9					67	97.1
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	392							1	.3	391	99.7
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	6									6	100.0
$26,000 AND OVER	386							1	.3	385	99.7

1969 MINORITY GROUP STUDY

TABLE 2-65a

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	33,799	967	2.9	223	.7	22	.1	179	.5	32,408	95.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	28,505	662	2.3	167	.6	17	.1	160	.6	27,499	96.5
GS- 1 THRU 4	2,822	161	5.7	23	.8	4	.1	6	.2	2,628	93.1
GS- 5 THRU 8	4,566	220	4.8	38	.8	2		23	.5	4,283	93.8
GS- 9 THRU 11	6,151	168	2.7	45	.7	5	.1	28	.5	5,905	96.0
GS-12 THRU 13	9,431	99	1.0	51	.5	3		71	.8	9,207	97.6
GS-14 THRU 15	5,268	14	.3	10	.2	3	.1	31	.6	5,210	98.9
GS-16 THRU 18	267							1	.4	266	99.6
TOTAL WAGE SYSTEMS.....	4,991	305	6.1	56	1.1	5	.1	19	.4	4,606	92.3
UP THRU $5,499	324	80	24.7	2	.6			2	.6	240	74.1
$ 5,500 THRU $ 6,999	770	144	18.7	14	1.8			4	.5	608	79.0
$ 7,000 THRU $ 7,999	1,830	62	3.4	9	.5	2	.1	1	.1	1,756	96.0
$ 8,000 THRU $ 8,999	1,189	13	1.1	19	1.6	2	.2	4	.3	1,151	96.8
$ 9,000 THRU $ 9,999	604	6	1.0	11	1.8	1	.2	4	.7	582	96.4
$10,000 THRU $13,999	270			1	.4			4	1.5	265	98.1
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	303									303	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999	13									13	100.0
$18,000 AND OVER	290									290	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-66

NATIONAL AERONAUTICS AND SPACE COUNCIL

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	20	1	5.0							19	95.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12	1	8.3							11	91.7
GS- 1 THRU 4											
GS- 5 THRU 8	2	1	50.0							1	50.0
GS- 9 THRU 11	6									6	100.0
GS-12 THRU 13											
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	8									8	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	4									4	100.0

303
312

1969 MINORITY GROUP STUDY

TABLE 2-66a

NATIONAL AERONAUTICS AND SPACE COUNCIL

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	26	1	3.8							25	96.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20	1	5.0							19	95.0
GS- 1 THRU 4	1									1	100.0
GS- 5 THRU 8	3	1	33.3							2	66.7
GS- 9 THRU 11	7									7	100.0
GS-12 THRU 13	2									2	100.0
GS-14 THRU 15	2									2	100.0
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	6									6	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER	5									5	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-67

NATIONAL CAPITAL HOUSING AUTHORITY 1/

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	609	535	87.8							74	12.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	217	170	78.3							47	21.7
GS- 1 THRU 4	65	62	95.4							3	4.6
GS- 5 THRU 8	95	81	85.3							14	14.7
GS- 9 THRU 11	32	16	50.0							16	50.0
GS-12 THRU 13	16	8	50.0							8	50.0
GS-14 THRU 15	8	3	37.5							5	62.5
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	392	365	93.1							27	6.9
UP THRU $5,499	139	138	99.3							1	.7
$ 5,500 THRU $ 6,999	158	140	88.6							18	11.4
$ 7,000 THRU $ 7,999	87	79	90.8							8	9.2
$ 8,000 THRU $ 8,999	8	8	100.0								
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
**											

1/ EXCLUDED FROM FEDERAL EMPLOYMENT PUBLISHED REPORTS EFFECTIVE OCTOBER 1968.

1969 MINORITY GROUP STUDY

TABLE 2-68

NATIONAL CAPITAL PLANNING COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	66	13	19.7							53	80.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	65	12	18.5							53	81.5
GS- 1 THRU 4	1	1	100.0								
GS- 5 THRU 8	25	8	32.0							17	68.0
GS- 9 THRU 11	9	1	11.1							8	88.9
GS-12 THRU 13	15	1	6.7							14	93.3
GS-14 THRU 15	12	1	8.3							11	91.7
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	1	1	100.0								
UP THRU $5,499											
$ 5,500 THRU $ 6,999	1	1	100.0								
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 2-68a

NATIONAL CAPITAL PLANNING COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	64	9	14.1					1	1.6	54	84.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	62	7	11.3					1	1.6	54	87.1
GS- 1 THRU 4	3									3	100.0
GS- 5 THRU 8	23	6	26.1							17	73.9
GS- 9 THRU 11	10	1	10.0							9	90.0
GS-12 THRU 13	11							1	9.1	10	90.9
GS-14 THRU 15	12									12	100.0
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	1	1	100.0								
UP THRU $5,499											
$ 5,500 THRU $ 6,999	1	1	100.0								
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1	1	100.0								
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	1	1	100.0								
$14,000 THRU $17,999											
$18,000 AND OVER											
**											

1969 MINORITY GROUP STUDY

TABLE 2-69

NATIONAL COMMISSION ON PRODUCT SAFETY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	29	4	13.8							25	86.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	29	4	13.8							25	86.2
UP THRU $5,499	3	1	33.3							2	66.7
$ 6,500 THRU $ 9,999	6	3	50.0							3	50.0
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999	6									6	100.0
$18,000 THRU $25,999	6									6	100.0
$26,000 AND OVER	2									2	100.0

1969 MINORITY GROUP STUDY TABLE 2-70

NATIONAL COMMISSION ON REFORM OF FEDERAL CRIMINAL LAWS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8	1	12.5							7	87.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	8	1	12.5							7	87.5
UP THRU $6,499											
$ 6,500 THRU $ 9,999	2	1	50.0							1	50.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	2									2	100.0

1969 MINORITY GROUP STUDY

TABLE 2-70a

NATIONAL COMMISSION ON REFORM OF FEDERAL CRIMINAL LAWS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9	1	11.1							8	88.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	9	1	11.1							8	88.9
UP THRU $6,499	1	1	100.0								
$ 6,500 THRU $ 9,999	4									4	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER	2									2	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-71

NATIONAL COMMISSION ON THE CAUSES AND PREVENTION OF VIOLENCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7									7	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7									7	100.0
GS- 1 THRU 4	2									2	100.0
GS- 5 THRU 8	1									1	100.0
GS- 9 THRU 11	3									3	100.0
GS-12 THRU 13	1									1	100.0
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

1969 MINORITY GROUP STUDY TABLE 2-72

NATIONAL COUNCIL ON MARINE RESOURCES AND ENGINEERING DEVELOPMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21	1	4.8							20	95.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	17	1	5.9							16	94.1
GS- 1 THRU 4											
GS- 5 THRU 8	7	1	14.3							6	85.7
GS- 9 THRU 11	6									6	100.0
GS-12 THRU 13											
GS-14 THRU 15	4									4	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	4									4	100.0
UP THRU $5,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	4									4	100.0

397-690 O - 70 - 22

1969 MINORITY GROUP STUDY TABLE 2-72a

NATIONAL COUNCIL ON MARINE RESOURCES AND ENGINEERING DEVELOPMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	26	1	3.8							25	96.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	19	1	5.3							18	94.7
GS- 1 THRU 4	2	1	50.0							1	50.0
GS- 5 THRU 8	9									9	100.0
GS- 9 THRU 11	4									4	100.0
GS-12 THRU 13	1									1	100.0
GS-14 THRU 15	3									3	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7									7	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	7									7	100.0
**											

1969 MINORITY GROUP STUDY TABLE 2-73

NATIONAL FOUNDATION ON THE ARTS AND HUMANITIES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	78	16	20.5			1	1.3			61	78.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	76	16	21.1			1	1.3			59	77.6
GS- 1 THRU 4	6	5	83.3							1	16.7
GS- 5 THRU 8	29	10	34.5							19	65.5
GS- 9 THRU 11	12									12	100.0
GS-12 THRU 13	5									5	100.0
GS-14 THRU 15	19	1	5.3			1	5.3			17	89.5
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	2									2	100.0

1969 MINORITY GROUP STUDY TABLE 2-73

NATIONAL FOUNDATION ON THE ARTS AND HUMANITIES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	74	9	12.2							65	87.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	72	9	12.5							63	87.5
GS- 1 THRU 4	11	5	45.5							6	54.5
GS- 5 THRU 8	25	3	12.0							22	88.0
GS- 9 THRU 11	11									11	100.0
GS-12 THRU 13	7									7	100.0
GS-14 THRU 15	13	1	7.7							12	92.3
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER **	2									2	100.0

1969 MINORITY GROUP STUDY

TABLE 2-74

NATIONAL LABOR RELATIONS BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,173	301	13.9	18	.8	8	.4	15	.7	1,831	84.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,141	277	12.9	18	.8	8	.4	15	.7	1,823	85.1
GS- 1 THRU 4	277	99	35.7	8	2.9	5	1.8	6	2.2	159	57.4
GS- 5 THRU 8	523	117	22.4	3	.6	2	.4	8	1.5	393	75.1
GS- 9 THRU 11	255	25	9.8	1	.4	1	.4	1	.4	227	89.0
GS-12 THRU 13	609	27	4.4	5	.8					577	94.7
GS-14 THRU 15	350	6	1.7	1	.3					343	98.0
GS-16 THRU 18	127	3	2.4							124	97.6
TOTAL WAGE SYSTEMS.....	26	23	88.5							3	11.5
UP THRU $5,499	2	2	100.0								
$ 5,500 THRU $ 6,999	11	10	90.9							1	9.1
$ 7,000 THRU $ 7,999	10	9	90.0							1	10.0
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999	1	1	100.0								
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	6	1	16.7							5	83.3
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	6	1	16.7							5	83.3

1969 MINORITY GROUP STUDY

TABLE 2-74a

NATIONAL LABOR RELATIONS BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,344	326	13.9	19	.8	4	.2	16	.7	1,979	84.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,311	301	13.0	19	.8	4	.2	16	.7	1,971	85.3
GS- 1 THRU 4	464	123	26.5	8	1.7	3	.6	5	1.1	325	70.0
GS- 5 THRU 8	471	118	25.1	3	.6			9	1.9	341	72.4
GS- 9 THRU 11	436	35	8.0	3	.7	1	.2	2	.5	395	90.6
GS-12 THRU 13	515	17	3.3	4	.8					494	95.9
GS-14 THRU 15	294	5	1.7	1	.3					288	98.0
GS-16 THRU 18	131	3	2.3							128	97.7
TOTAL WAGE SYSTEMS.....	27	24	88.9							3	11.1
UP THRU $5,499	3	3	100.0								
$ 5,500 THRU $ 6,999	21	19	90.5							2	9.5
$ 7,000 THRU $ 7,999	2	2	100.0								
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	6	1	16.7							5	83.3
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	6	1	16.7							5	83.3
**											

1969 MINORITY GROUP STUDY

TABLE 2-75

NATIONAL MEDIATION BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	90	3	3.3	1	1.1					86	95.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	85	2	2.4	1	1.2					82	96.5
GS- 1 THRU 4	2									2	100.0
GS- 5 THRU 8	46	2	4.3	1	2.2					43	93.5
GS- 9 THRU 11	9									9	100.0
GS-12 THRU 13	15									15	100.0
GS-14 THRU 15	12									12	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5	1	20.0							4	80.0
UP THRU $6,499	2	1	50.0							1	50.0
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	3									3	100.0

1969 MINORITY GROUP STUDY

TABLE 2-75a

NATIONAL MEDIATION BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	97	1	1.0							96	99.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	94	1	1.1							93	98.9
GS- 1 THRU 4	7	1	14.3							6	85.7
GS- 5 THRU 8	52									52	100.0
GS- 9 THRU 11	11									11	100.0
GS-12 THRU 13	11									11	100.0
GS-14 THRU 15	12									12	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	3									3	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER **	3									3	100.0

1969 MINORITY GROUP STUDY

TABLE 2-76

NATIONAL SCIENCE FOUNDATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	931	146	15.7	5	.5			7	.8	773	83.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	912	137	15.0	5	.5			7	.8	763	83.7
GS- 1 THRU 4	63	31	49.2							32	50.8
GS- 5 THRU 8	330	92	27.9	3	.9			2	.6	233	70.6
GS- 9 THRU 11	97	9	9.3	1	1.0			1	1.0	86	88.7
GS-12 THRU 13	124	2	1.6					1	.8	121	97.6
GS-14 THRU 15	214	2	.9					2	.9	210	98.1
GS-16 THRU 18	84	1	1.2	1	1.2			1	1.2	81	96.4
TOTAL WAGE SYSTEMS.....	10	9	90.0							1	10.0
UP THRU $5,499											
$ 5,500 THRU $ 6,999	3	3	100.0								
$ 7,000 THRU $ 7,999	2	2	100.0								
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999	3	3	100.0								
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	9									9	100.0
UP THRU $5,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	2									2	100.0

1969 MINORITY GROUP STUDY

TABLE 2-76a

NATIONAL SCIENCE FOUNDATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	966	142	14.7	7	.7			1	.1	816	84.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	939	132	14.1	7	.7			1	.1	799	85.1
GS- 1 THRU 4	106	41	38.7							65	61.3
GS- 5 THRU 8	331	81	24.5	4	1.2			1	.3	245	74.0
GS- 9 THRU 11	103	6	5.8	1	1.0					96	93.2
GS-12 THRU 13	114	3	2.6	1	.9					110	96.5
GS-14 THRU 15	206	1	.5	1	.5					204	99.0
GS-16 THRU 18	79									79	100.0
TOTAL WAGE SYSTEMS.....	11	10	90.9							1	9.1
UP THRU $5,499											
$ 5,500 THRU $ 6,999	8	8	100.0								
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999	2	2	100.0								
$ 9,000 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	16									16	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999	2									2	100.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	12									12	100.0
**											

1969 MINORITY GROUP STUDY TABLE 2-77

NATIONAL SECURITY COUNCIL

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	62	8	12.9							54	87.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	62	8	12.9							54	87.1
GS- 1 THRU 4	3	2	66.7							1	33.3
GS- 5 THRU 8	23	3	13.0							20	87.0
GS- 9 THRU 11	17	3	17.6							14	82.4
GS-12 THRU 13	8									8	100.0
GS-14 THRU 15	4									4	100.0
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

1969 MINORITY GROUP STUDY

NATIONAL SECURITY COUNCIL

TABLE 2-77a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	37	7	18.9							30	81.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	36	7	19.4							29	80.6
GS- 1 THRU 4	2	2	100.0								
GS- 5 THRU 8	13	2	15.4							11	84.6
GS- 9 THRU 11	11	3	27.3							8	72.7
GS-12 THRU 13	3									3	100.0
GS-14 THRU 15											
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1									1	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	1									1	100.0
**											

1969 MINORITY GROUP STUDY TABLE 2-78

NATIONAL WATER COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21									21	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	21									21	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999	5									5	100.0
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	6									6	100.0

1969 MINORITY GROUP STUDY

TABLE 2-79

NEW ENGLAND REGIONAL COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6									6	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5									5	100.0
GS- 1 THRU 4											
GS- 5 THRU 8	2									2	100.0
GS- 9 THRU 11	1									1	100.0
GS-12 THRU 13											
GS-14 THRU 15	2									2	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1									1	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

1969 MINORITY GROUP STUDY

TABLE 2-79a

NEW ENGLAND REGIONAL COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	6									6	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	6									6	100.0
UP THRU $6,499	1									1	100.0
$ 6,500 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	1									1	100.0
**											

1969 MINORITY GROUP STUDY TABLE 2-80

OFFICE OF ECONOMIC OPPORTUNITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,132	669	31.4	69	3.2	12	.6	15	.7	1,367	64.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,121	663	31.3	68	3.2	12	.6	15	.7	1,363	64.3
GS- 1 THRU 4	205	116	56.6	7	3.4	1	.5	1	.5	80	39.0
GS- 5 THRU 8	593	317	53.5	14	2.4	2	.3	2	.3	258	43.5
GS- 9 THRU 11	365	84	23.0	14	3.8	1	.3	5	1.4	261	71.5
GS-12 THRU 13	584	103	17.6	23	3.9	5	.9	6	1.0	447	76.5
GS-14 THRU 15	335	41	12.2	8	2.4	3	.9	1	.3	282	84.2
GS-16 THRU 18	39	2	5.1	2	5.1					35	89.7
TOTAL WAGE SYSTEMS.....	9	6	66.7	1	11.1					2	22.2
UP THRU $5,499	1			1	100.0						
$ 5,500 THRU $ 6,999	6	4	66.7							2	33.3
$ 7,000 THRU $ 7,999	2	2	100.0								
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $5,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	2									2	100.0

397-650 O - 70 - 23

1969 MINORITY GROUP STUDY

TABLE 2-80a

OFFICE OF ECONOMIC OPPORTUNITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,924	816	27.9	65	2.2	14	.5	15	.5	2,014	68.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,844	792	27.8	65	2.3	14	.5	14	.5	1,959	68.9
GS- 1 THRU 4	402	218	54.2	15	3.7	3	.7	5	1.2	161	40.0
GS- 5 THRU 8	910	372	40.9	12	1.3	2	.2	1	.1	523	57.5
GS- 9 THRU 11	471	84	17.8	12	2.5			3	.6	372	79.0
GS-12 THRU 13	622	82	13.2	16	2.6	7	1.1	4	.6	513	82.5
GS-14 THRU 15	397	34	8.6	7	1.8	2	.5	1	.3	353	88.9
GS-16 THRU 18	42	2	4.8	3	7.1					37	88.1
TOTAL WAGE SYSTEMS.....	13	10	76.9							3	23.1
UP THRU $5,499	11	10	90.9							1	9.1
$ 5,500 THRU $ 6,999	1									1	100.0
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	1									1	100.0
TOTAL OTHER PAY SYSTEMS	67	14	20.9					1	1.5	52	77.6
UP THRU $6,499	11	8	72.7							3	27.3
$ 6,500 THRU $ 9,999	12	1	8.3							11	91.7
$10,000 THRU $13,999	12									12	100.0
$14,000 THRU $17,999	16	1	6.3							15	93.8
$18,000 AND OVER	16	4	25.0					1	6.3	11	68.8
**											

1969 MINORITY GROUP STUDY

TABLE 2-81

OFFICE OF EMERGENCY PREPAREDNESS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	337	33	9.8			1	.3	2	.6	301	89.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	330	30	9.1			1	.3	2	.6	297	90.0
GS- 1 THRU 4	21	5	23.8							16	76.2
GS- 5 THRU 8	94	22	23.4					2	2.1	70	74.5
GS- 9 THRU 11	39	3	7.7							36	92.3
GS-12 THRU 13	41									41	100.0
GS-14 THRU 15	111					1	.9			110	99.1
GS-16 THRU 18	24									24	100.0
TOTAL WAGE SYSTEMS.....	3	3	100.0								
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999	1	1	100.0								
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	4									4	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	4									4	100.0

1969 MINORITY GROUP STUDY

TABLE 2-81a

OFFICE OF EMERGENCY PREPAREDNESS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	372	31	8.3					2	.5	339	91.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	362	28	7.7					2	.6	332	91.7
GS- 1 THRU 4	20	6	30.0					1	5.0	13	65.0
GS- 5 THRU 8	107	20	18.7					1	.9	86	80.4
GS- 9 THRU 11	52	2	3.8							50	96.2
GS-12 THRU 13	38									38	100.0
GS-14 THRU 15	119									119	100.0
GS-16 THRU 18	26									26	100.0
TOTAL WAGE SYSTEMS.....	3	3	100.0								
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	2	2	100.0								
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7									7	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	6									6	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-82

OFFICE OF SCIENCE AND TECHNOLOGY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	48	4	8.3							44	91.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	46	4	8.7							42	91.3
GS- 1 THRU 4	2	1	50.0							1	50.0
GS- 5 THRU 8	21	2	9.5							19	90.5
GS- 9 THRU 11	5									5	100.0
GS-12 THRU 13	1									1	100.0
GS-14 THRU 15	3									3	100.0
GS-16 THRU 18	14	1	7.1							13	92.9
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	2									2	100.0

OFFICE OF SCIENCE AND TECHNOLOGY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	40	4	10.0							36	90.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	38	4	10.5							34	89.5
GS- 1 THRU 4	2									2	100.0
GS- 5 THRU 8	17	3	17.6							14	82.4
GS- 9 THRU 11	3									3	100.0
GS-12 THRU 13	1									1	100.0
GS-14 THRU 15	3									3	100.0
GS-16 THRU 18	12	1	8.3							11	91.7
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	2									2	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-83

OFFICE OF SPECIAL REPRESENTATIVE FOR TRADE NEGOTIATIONS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	22	2	9.1					1	4.5	19	86.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20	2	10.0					1	5.0	17	85.0
GS- 1 THRU 4	1									1	100.0
GS- 5 THRU 8	3	1	33.3							2	66.7
GS- 9 THRU 11	6	1	16.7					1	16.7	4	66.7
GS-12 THRU 13	3									3	100.0
GS-14 THRU 15	3									3	100.0
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	2									2	100.0

1969 MINORITY GROUP STUDY TABLE 2-83a

OFFICE OF SPECIAL REPRESENTATIVE FOR TRADE NEGOTIATIONS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	23	4	17.4					1	4.3	18	78.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	22	4	18.2					1	4.5	17	77.3
GS- 1 THRU 4											
GS- 5 THRU 8	5	3	60.0							2	40.0
GS- 9 THRU 11	6	1	16.7					1	16.7	4	66.7
GS-12 THRU 13	2									2	100.0
GS-14 THRU 15	3									3	100.0
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1									1	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER **	1									1	100.0

1969 MINORITY GROUP STUDY

TABLE 2-84

OZARKS REGIONAL COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7									7	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6									6	100.0
GS- 1 THRU 4											
GS- 5 THRU 8	2									2	100.0
GS- 9 THRU 11	1									1	100.0
GS-12 THRU 13											
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1									1	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

OZARKS REGIONAL COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	10									10	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	10									10	100.0
UP THRU $6,499	2									2	100.0
$ 6,500 THRU $ 9,999	2									2	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	6									6	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-85

PANAMA CANAL COMPANY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,408	65	2.7	115	4.8	1		10	.4	2,217	92.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	954	20	2.1	53	5.6			6	.6	875	91.7
GS- 1 THRU 4	122	17	13.9	14	11.5					88	72.1
GS- 5 THRU 8	312	2	.6	23	7.4			3	2.5	287	92.0
GS- 9 THRU 11	290			7	2.4					280	96.6
GS-12 THRU 13	195	1	.5	9	4.6			3	1.0	185	94.9
GS-14 THRU 15	35									35	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	1,251	45	3.6	62	5.0	1	.1	4	.3	1,139	91.0
UP THRU $5,499	115	25	21.7	23	20.0					66	57.4
$ 5,500 THRU $ 6,999	82	10	12.2	12	14.6			1	.9	60	73.2
$ 7,000 THRU $ 7,999	6	6	100.0								
$ 8,000 THRU $ 8,999	194	3	1.5	17	8.8	1	.5	1	.5	172	88.7
$ 9,000 THRU $ 9,999	466			3	.6					463	99.4
$10,000 THRU $13,999	298	1	.3	2	.7					295	99.0
$14,000 THRU $17,999	84			4	4.8			1	1.2	79	94.0
$18,000 AND OVER	6			1	16.7			1	16.7	4	66.7
TOTAL OTHER PAY SYSTEMS	203									203	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	8									8	100.0
$14,000 THRU $17,999	60									60	100.0
$18,000 THRU $25,999	127									127	100.0
$26,000 AND OVER	8									8	100.0

1969 MINORITY GROUP STUDY

TABLE 2-85a

PANAMA CANAL COMPANY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,528	70	2.8	119	4.7			4	.2	2,335	92.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,063	11	1.0	62	5.8			2	.2	988	92.9
GS- 1 THRU 4	177	9	5.1	16	9.0			2	1.1	150	84.7
GS- 5 THRU 8	392	1	.3	22	5.6					369	94.1
GS- 9 THRU 11	294			16	5.4					278	94.6
GS-12 THRU 13	165	1	.6	8	4.8					156	94.5
GS-14 THRU 15	35									35	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	1,160	5	.4	32	2.8			2	.2	1,121	96.6
UP THRU $5,499	56	2	3.6	10	17.9			1	1.8	43	76.8
$ 5,500 THRU $ 6,999	29	1	3.4	2	6.9			1	3.4	25	86.2
$ 7,000 THRU $ 7,999	54			4	7.4					50	92.6
$ 8,000 THRU $ 8,999	232	1	.4	1	.4					230	99.1
$ 9,000 THRU $ 9,999	279			11	3.9					268	96.1
$10,000 THRU $13,999	457	1	.2	4	.9					452	98.9
$14,000 THRU $17,999	53									53	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	305	54	17.7	25	8.2					226	74.1
UP THRU $6,499	107	53	49.5	24	22.4					30	28.0
$ 6,500 THRU $ 9,999	16	1	6.3	1	6.3					14	87.5
$10,000 THRU $13,999	21									21	100.0
$14,000 THRU $17,999	51									51	100.0
$18,000 AND OVER	110									110	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-86

PRESIDENT'S ADVISORY COUNCIL ON EXECUTIVE ORGANIZATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	29	6	20.7							23	79.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	29	6	20.7							23	79.3
UP THRU $6,499	1	1	100.0								
$ 6,500 THRU $ 9,999	12	4	33.3							8	66.7
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	8	1	12.5							7	87.5
$26,000 AND OVER	3									3	100.0

1969 MINORITY GROUP STUDY

TABLE 2-87

PRESIDENT'S COMMISSION ON INCOME MAINTENANCE PROGRAMS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	15	8	53.3							7	46.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	15	8	53.3							7	46.7
GS- 1 THRU 4	1	1	100.0								
GS- 5 THRU 8	9	7	77.8							2	22.2
GS- 9 THRU 11	1									1	100.0
GS-12 THRU 13											
GS-14 THRU 15	3									3	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $5,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

397-650 O - 70 - 24

1969 MINORITY GROUP STUDY TABLE 2-88

PRESIDENT'S COMMISSION ON POSTAL ORGANIZATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	9	1	11.1							8	88.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7	1	14.3							6	85.7
GS- 1 THRU 4											
GS- 5 THRU 8	1									1	100.0
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15	2	1	50.0							1	50.0
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	2									2	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-89

PRESIDENT'S COMMITTEE ON CONSUMER INTERESTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	20	2	10.0							18	90.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20	2	10.0							18	90.0
GS- 1 THRU 4	1	1	100.0								
GS- 5 THRU 8	5	1	20.0							4	80.0
GS- 9 THRU 11	4									4	100.0
GS-12 THRU 13	3									3	100.0
GS-14 THRU 15	7									7	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 2-89a

PRESIDENTIS COMMITTEE ON CONSUMER INTERESTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	19	3	15,8							16	84,2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	19	3	15,8							16	84,2
GS- 1 THRU 4	2	1	50,0							1	50,0
GS- 5 THRU 8	9	2	22,2							7	77,8
GS- 9 THRU 11	2									2	100,0
GS-12 THRU 13	1									1	100,0
GS-14 THRU 15	5									5	100,0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
**											

1969 MINORITY GROUP STUDY TABLE 2-90

PRESIDENT'S COMMITTEE ON EQUAL OPPORTUNITY IN HOUSING

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6	1	16.7							5	83.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6	1	16.7							5	83.3
GS- 1 THRU 4											
GS- 5 THRU 8	2	1	50.0							1	50.0
GS- 9 THRU 11	1									1	100.0
GS-12 THRU 13	1									1	100.0
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
**											

1969 MINORITY GROUP STUDY

TABLE 2-91

PRESIDENTIS COMMITTEE ON URBAN HOUSING

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	13	2	15.4			1	7.7			10	76.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13	2	15.4			1	7.7			10	76.9
GS- 1 THRU 4	1	1	100.0								
GS- 5 THRU 8	4	1	25.0			1	25.0			2	50.0
GS- 9 THRU 11	3									3	100.0
GS-12 THRU 13	3									3	100.0
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
**											

302/363

1969 MINORITY GROUP STUDY TABLE 2-92

PRESIDENT'S COUNCIL ON YOUTH OPPORTUNITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	9	3	33.3							6	66.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1									1	100.0
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	8	3	37.5							5	62.5
UP THRU $6,499											
$ 6,500 THRU $ 9,999	2									2	100.0
$10,000 THRU $13,999	2	2	100.0								
$14,000 THRU $17,999	2	1	50.0							1	50.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 2-92a

PRESIDENT'S COUNCIL ON YOUTH OPPORTUNITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	7									7	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1									1	100.0
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	6									6	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	5									5	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-93

PRESIDENT'S TASK FORCE ON INTERNATIONAL DEVELOPMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1									1	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1									1	100.0
GS- 1 THRU 4	1									1	100.0
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 2-94

PUBLIC LAND LAW REVIEW COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	40									40	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	39									39	100.0
GS- 1 THRU 4	2									2	100.0
GS- 5 THRU 8	7									7	100.0
GS- 9 THRU 11	7									7	100.0
GS-12 THRU 13	4									4	100.0
GS-14 THRU 15	11									11	100.0
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1									1	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

1969 MINORITY GROUP STUDY

TABLE 2-94a

PUBLIC LAND LAW REVIEW COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	31									31	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	31									31	100.0
UP THRU $6,499	3									3	100.0
$ 6,500 THRU $ 9,999	5									5	100.0
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999	5									5	100.0
$18,000 AND OVER	14									14	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-95

RAILROAD RETIREMENT BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 31,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,691	459	27.1	16	.9	1	.1	4	.2	1,211	71.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,660	442	26.6	16	1.0	1	.1	4	.2	1,197	72.1
GS- 1 THRU 4	462	287	62.1	9	1.9					166	35.9
GS- 5 THRU 8	547	121	22.1	4	.7			2	.4	420	76.8
GS- 9 THRU 11	447	28	6.3	3	.7	1	.2	2	.4	413	92.4
GS-12 THRU 13	139	5	3.6							134	96.4
GS-14 THRU 15	56	1	1.8							55	98.2
GS-16 THRU 18	9									9	100.0
TOTAL WAGE SYSTEMS.....	28	17	60.7							11	39.3
UP THRU $5,499											
$ 5,500 THRU $ 6,999	10	9	90.0							1	10.0
$ 7,000 THRU $ 7,999	8	6	75.0							2	25.0
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999	6									6	100.0
$10,000 THRU $13,999	3	1	33.3							2	66.7
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	3									3	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	3									3	100.0

1969 MINORITY GROUP STUDY

TABLE 2-95a

RAILROAD RETIREMENT BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,713	427	24,9	12	.7	1	.1	6	.4	1,267	74,0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,681	410	24,4	12	.7	1	.1	6	.4	1,252	74,5
GS- 1 THRU 4	510	288	56,5	7	1,4			1	.2	214	42,0
GS- 5 THRU 8	517	96	18,6	1	.2			4	.8	416	80,5
GS- 9 THRU 11	462	24	5,2	4	.9	1	.2	1	.2	432	93,5
GS-12 THRU 13	135	2	1,5							133	98,5
GS-14 THRU 15	48									48	100,0
GS-16 THRU 18	9									9	100,0
TOTAL WAGE SYSTEMS.....	29	17	58,6							12	41,4
UP THRU $5,499	1	1	100,0								
$ 5,500 THRU $ 6,999	13	12	92,3							1	7,7
$ 7,000 THRU $ 7,999	7	3	42,9							4	57,1
$ 8,000 THRU $ 8,999	6	1	16,7							5	83,3
$ 9,000 THRU $ 9,999	2									2	100,0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	3									3	100,0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	3									3	100,0
**											

1969 MINORITY GROUP STUDY

TABLE 2-96

RENEGOTIATION BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	217	35	16.1	1	.5			2	.9	179	82.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	211	35	16.6	1	.5			2	.9	173	82.0
GS- 1 THRU 4	32	20	62.5	1	3.1					11	34.4
GS- 5 THRU 8	47	12	25.5					1	2.1	34	72.3
GS- 9 THRU 11	22	3	13.6					1	4.5	18	81.8
GS-12 THRU 13	25									25	100.0
GS-14 THRU 15	78									78	100.0
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	6									6	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	6									6	100.0

397-650 O - 70 - 25

1969 MINORITY GROUP STUDY

TABLE 2-96a

RENEGOTIATION BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	172	23	13.4	1	.6			2	1.2	146	84.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	166	23	13.9	1	.6			2	1.2	140	84.3
GS- 1 THRU 4	21	13	61.9	1	4.8					7	33.3
GS- 5 THRU 8	50	9	18.0					1	2.0	40	80.0
GS- 9 THRU 11	12	1	8.3					1	8.3	10	83.3
GS-12 THRU 13	14									14	100.0
GS-14 THRU 15	62									62	100.0
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	6									6	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	6									6	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-97

SECURITIES AND EXCHANGE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,359	231	17.0	10	.7	4	.3	5	.4	1,109	81.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,335	218	16.3	10	.7	4	.3	5	.4	1,098	82.2
GS- 1 THRU 4	190	101	53.2			2	1.1	2	1.1	85	44.7
GS- 5 THRU 8	317	94	29.7	5	1.6	2	.6	2	.6	214	67.5
GS- 9 THRU 11	196	10	5.1	1	.5			1	.5	184	93.9
GS-12 THRU 13	413	9	2.2	4	1.0					400	96.9
GS-14 THRU 15	181	4	2.2							177	97.8
GS-16 THRU 18	38									38	100.0
TOTAL WAGE SYSTEMS.....	19	13	68.4							6	31.6
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	7	6	85.7							1	14.3
$ 7,000 THRU $ 7,999	3	2	66.7							1	33.3
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999	5	3	60.0							2	40.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	5									5	100.0

1969 MINORITY GROUP STUDY

TABLE 2-97a

SECURITIES AND EXCHANGE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,369	184	13.4	12	.9			3	.2	1,170	85.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,345	172	12.8	12	.9			3	.2	1,158	86.1
GS- 1 THRU 4	206	86	41.7	3	1.5			1	.5	116	56.3
GS- 5 THRU 8	311	62	19.9	3	1.0			2	.6	244	78.5
GS- 9 THRU 11	262	15	5.7	2	.8					245	93.5
GS-12 THRU 13	387	8	2.1	4	1.0					375	96.9
GS-14 THRU 15	144	1	.7							143	99.3
GS-16 THRU 18	35									35	100.0
TOTAL WAGE SYSTEMS.....	19	12	63.2							7	36.8
UP THRU $5,499	4	4	100.0								
$ 5,500 THRU $ 6,999	8	4	50.0							4	50.0
$ 7,000 THRU $ 7,999	5	4	80.0							1	20.0
$ 8,000 THRU $ 8,999	1									1	100.0
$ 9,000 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS **	5									5	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	5									5	100.0

1969 MINORITY GROUP STUDY

TABLE 2-98

SELECT COMMITTEE ON WESTERN HEMISPHERE IMMIGRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5									5	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5									5	100.0
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11	3									3	100.0
GS-12 THRU 13	1									1	100.0
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
**											

3-16/374

363

1969 MINORITY GROUP STUDY TABLE 2-99

SELECTIVE SERVICE SYSTEM

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,385	403	6.3	102	1.6	13	.2	26	.4	5,841	91.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,085	88	8.1	13	1.2	2	.2	4	.4	978	90.1
GS- 1 THRU 4	430	49	11.4	5	1.2	2	.5	2	.5	372	86.5
GS- 5 THRU 8	497	34	6.8	8	1.6					455	91.5
GS- 9 THRU 11	94	4	4.3					1	1.1	89	94.7
GS-12 THRU 13	35							1	2.9	34	97.1
GS-14 THRU 15	27	1	3.7							26	96.3
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	18	16	88.9							2	11.1
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	8	8	100.0								
$ 7,000 THRU $ 7,999	2	1	50.0							1	50.0
$ 8,000 THRU $ 8,999	6	5	83.3							1	16.7
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999	1	1	100.0								
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5,282	299	5.7	89	1.7	11	.2	22	.4	4,861	92.0
UP THRU $6,499	3,847	216	5.6	60	1.6	10	.3	17	.4	3,544	92.1
$ 6,500 THRU $ 9,999	1,429	83	5.8	29	2.0	1	.1	5	.3	1,311	91.7
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 2-99a

SELECTIVE SERVICE SYSTEM

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,836	419	6.1	138	2.0	13	.2	21	.3	6,245	91.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,110	89	8.0	17	1.5	1	.1	4	.4	999	90.0
GS- 1 THRU 4	539	62	11.5	12	2.2	1	.2	2	.4	462	85.7
GS- 5 THRU 8	462	24	5.2	5	1.1					433	93.7
GS- 9 THRU 11	56	3	5.4					1	1.8	52	92.9
GS-12 THRU 13	29							1	3.4	28	96.6
GS-14 THRU 15	22									22	100.0
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	19	16	84.2							3	15.8
UP THRU $5,499	6	6	100.0								
$ 5,500 THRU $ 6,999	12	9	75.0							3	25.0
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5,707	314	5.5	121	2.1	12	.2	17	.3	5,243	91.9
UP THRU $6,499	5,573	305	5.5	119	2.1	12	.2	14	.3	5,123	91.9
$ 6,500 THRU $ 9,999	134	9	6.7	2	1.5			3	2.2	120	89.6
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
**											

1969 MINORITY GROUP STUDY

TABLE 2-100

SMALL BUSINESS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,072	506	12.4	91	2.2	14	.3	16	.4	3,445	84.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,047	487	12.0	90	2.2	14	.3	16	.4	3,440	85.0
GS- 1 THRU 4	858	176	20.5	35	4.1	5	.6	4	.5	638	74.4
GS- 5 THRU 8	976	197	20.2	19	1.9	3	.3	5	.5	752	77.0
GS- 9 THRU 11	605	57	9.4	16	2.6	2	.3	4	.7	526	86.9
GS-12 THRU 13	1,222	50	4.1	15	1.2	3	.2	3	.2	1,151	94.2
GS-14 THRU 15	354	7	2.0	5	1.4	1	.3			341	96.3
GS-16 THRU 18	32									32	100.0
TOTAL WAGE SYSTEMS.....	20	19	95.0							1	5.0
UP THRU $5,499											
$ 5,500 THRU $ 6,999	5	5	100.0								
$ 7,000 THRU $ 7,999	8	8	100.0								
$ 8,000 THRU $ 8,999	5	5	100.0								
$ 9,000 THRU $ 9,999	1	1	100.0								
$10,000 THRU $13,999											
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5			1	20.0					4	80.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	4			1	25.0					3	75.0

1969 MINORITY GROUP STUDY

TABLE 2-100a

SMALL BUSINESS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,345	491	11.3	83	1.9	10	.2	28	.6	3,733	85.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,322	473	10.9	83	1.9	10	.2	28	.6	3,728	86.3
GS- 1 THRU 4	1,116	218	19.5	56	5.0	3	.3	10	.9	829	74.3
GS- 5 THRU 8	1,009	163	16.2	15	1.5	2	.2	7	.7	822	81.5
GS- 9 THRU 11	714	59	8.3	6	.8	1	.1	7	1.0	641	89.8
GS-12 THRU 13	1,153	29	2.5	5	.4	2	.2	3	.3	1,114	96.6
GS-14 THRU 15	290	4	1.4	1	.3	2	.7	1	.3	282	97.2
GS-16 THRU 18	40									40	100.0
TOTAL WAGE SYSTEMS.....	18	18	100.0								
UP THRU $5,499											
$ 5,500 THRU $ 6,999	16	16	100.0								
$ 7,000 THRU $ 7,999	2	2	100.0								
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER **	5									5	100.0

1969 MINORITY GROUP STUDY

TABLE 2-101

SMITHSONIAN INSTITUTION
INCLUDES NATIONAL GALLERY OF ART

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,414	949	39.3	8	.3	6	.2	10	.4	1,441	59.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,694	501	29.6	5	.3	6	.4	9	.5	1,173	69.2
GS- 1 THRU 4	423	273	64.5	1	.2			1	.2	148	35.0
GS- 5 THRU 8	502	169	33.7	4	.8	4	.8	2	.4	323	64.3
GS- 9 THRU 11	373	46	12.3			1	.3	4	1.1	322	86.3
GS-12 THRU 13	202	10	5.0			1	.5	2	1.0	189	93.6
GS-14 THRU 15	169	3	1.8							166	98.2
GS-16 THRU 18	25									25	100.0
TOTAL WAGE SYSTEMS.....	677	443	65.4	2	.3					232	34.3
UP THRU $5,499	94	92	97.9							2	2.1
$ 5,500 THRU $ 6,999	221	210	95.0							11	5.0
$ 7,000 THRU $ 7,999	86	57	66.3	1	1.2					28	32.6
$ 8,000 THRU $ 8,999	163	62	38.0	1	.6					100	61.3
$ 9,000 THRU $ 9,999	56	13	23.2							43	76.8
$10,000 THRU $13,999	57	9	15.8							48	84.2
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	43	5	11.6	1	2.3			1	2.3	36	83.7
UP THRU $6,499	1										
$ 6,500 THRU $ 9,999	24	4	16.7	1	4.2			1	100.0		
$10,000 THRU $13,999	4	1	25.0							19	79.2
$14,000 THRU $17,999	1									3	75.0
$18,000 THRU $25,999	6									1	100.0
$26,000 AND OVER	7									6	100.0
										7	100.0

1969 MINORITY GROUP STUDY

TABLE 2-101a

SMITHSONIAN INSTITUTION
INCLUDES NATIONAL GALLERY OF ART

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,382	866	36.4	7	.3	3	.1	12	.5	1,494	62.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,681	423	25.2	5	.3	3	.2	10	.6	1,240	73.8
GS- 1 THRU 4	509	261	51.3	1	.2	1	.2	2	.4	244	47.9
GS- 5 THRU 8	498	126	25.3	4	.8			2	.4	366	73.5
GS- 9 THRU 11	319	30	9.4			1	.3	4	1.3	284	89.0
GS-12 THRU 13	199	5	2.5			1	.5	2	1.0	191	96.0
GS-14 THRU 15	129	1	.8							128	99.2
GS-16 THRU 18	27									27	100.0
TOTAL WAGE SYSTEMS.....	691	443	64.1	1	.1			2	.3	245	35.5
UP THRU $5,499	275	265	96.4							10	3.6
$ 5,500 THRU $ 6,999	130	97	74.6	1	.8			1	.8	31	23.8
$ 7,000 THRU $ 7,999	188	69	36.7					1	.5	118	62.8
$ 8,000 THRU $ 8,999	83	12	14.5							71	85.5
$ 9,000 THRU $ 9,999	11									11	100.0
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	10			1	10.0					9	90.0
UP THRU $6,499	1									1	100.0
$ 6,500 THRU $ 9,999	2									2	100.0
$10,000 THRU $13,999	2			1	50.0					1	50.0
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER	1									1	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-102

SUBVERSIVE ACTIVITIES CONTROL BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	15	2	13.3							13	86.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10	2	20.0							8	80.0
GS- 1 THRU 4											
GS- 5 THRU 8	1	1	100.0								
GS- 9 THRU 11	6	1	16.7							5	83.3
GS-12 THRU 13	1									1	100.0
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	5									5	100.0

1969 MINORITY GROUP STUDY

TABLE 2-102a

SUBVERSIVE ACTIVITIES CONTROL BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	13	1	7.7							12	92.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9	1	11.1							8	88.9
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11	6	1	16.7							5	83.3
GS-12 THRU 13	1									1	100.0
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	4									4	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	4									4	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-103

TAX COURT OF THE UNITED STATES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	156	11	7.1					1	.6	144	92.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	135	11	8.1					1	.7	123	91.1
GS- 1 THRU 4	12	8	66.7							4	33.3
GS- 5 THRU 8	43	3	7.0							40	93.0
GS- 9 THRU 11	42							1	2.4	41	97.6
GS-12 THRU 13	29									29	100.0
GS-14 THRU 15	6									6	100.0
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	21									21	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	21									21	100.0

1969 MINORITY GROUP STUDY

TABLE 2-103a

TAX COURT OF THE UNITED STATES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	156	11	7.1					1	.6	144	92.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	135	11	8.1					1	.7	123	91.1
GS- 1 THRU 4	11	8	72.7							3	27.3
GS- 5 THRU 8	48	3	6.3					1	2.1	44	91.7
GS- 9 THRU 11	50									50	100.0
GS-12 THRU 13	14									14	100.0
GS-14 THRU 15	8									8	100.0
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	21									21	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER **	21									21	100.0

372

1969 MINORITY GROUP STUDY

TABLE 2-104

TENNESSEE VALLEY AUTHORITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	20,346	1,519	7.5	11	.1	15	.1	23	.1	18,778	92.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	12,953	931	7.2	3		8	.1	2		12,009	92.7
UP THRU $5,499											
$ 5,500 THRU $ 6,999	3,061	659	21.5	2	.1	2	.1	1		2,397	78.3
$ 7,000 THRU $ 7,999	1,985	184	9.3			2	.1			1,799	90.6
$ 8,000 THRU $ 8,999	2,012	25	1.2					1		1,986	98.7
$ 9,000 THRU $ 9,999	1,729	48	2.8							1,681	97.2
$10,000 THRU $13,999	4,166	15	.4	1		4	.1			4,146	99.5
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7,393	588	8.0	8	.1	7	.1	21	.3	6,769	91.6
UP THRU $5,499	1,264	394	31.2	6	.5	4	.3	2	.2	858	67.9
$ 6,500 THRU $ 9,999	2,457	152	6.2	1		3	.1	2	.1	2,299	93.6
$10,000 THRU $13,999	1,528	35	2.3	1	.1			14	.9	1,478	96.7
$14,000 THRU $17,999	1,254	5	.4					3	.2	1,246	99.4
$18,000 THRU $25,999	845	2	.2							843	99.8
$26,000 AND OVER	45									45	100.0

397-650 O - 70 - 26

1969 MINORITY GROUP STUDY

TABLE 2-104a

TENNESSEE VALLEY AUTHORITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	19,286	1,408	7.3	5		10	.1	16	.1	17,847	92.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	12,016	888	7.4	3		7	.1	3		11,115	92.5
UP THRU $5,499	594	183	30.8			1	.2			410	69.0
$ 5,500 THRU $ 6,999	4,275	660	15.4	1		1		1		3,612	84.5
$ 7,000 THRU $ 7,999	2,294	20	.9							2,274	99.1
$ 8,000 THRU $ 8,999	1,604	21	1.3			1	.1			1,582	98.6
$ 9,000 THRU $ 9,999	2,874	4	.1	2	.1	4	.1	2	.1	2,862	99.6
$10,000 THRU $13,999	375									375	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7,270	520	7.2	2		3		13	.2	6,732	92.6
UP THRU $5,499	2,163	430	19.9	2	.1	2	.1	3	.1	1,726	79.8
$ 6,500 THRU $ 9,999	2,194	77	3.5					6	.3	2,111	96.2
$10,000 THRU $13,999	1,495	12	.8					3	.2	1,480	99.0
$14,000 THRU $17,999	1,088	1	.1			1	.1	1	.1	1,085	99.7
$18,000 AND OVER	330									330	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-105

UNITED STATES INFORMATION AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,838	691	14.3	79	1.6			155	3.2	3,913	80.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,431	575	23.7	53	2.2			138	5.7	1,665	68.5
GS- 1 THRU 4	342	213	62.3	1	.3					128	37.4
GS- 5 THRU 8	593	264	44.5	7	1.2			3	.5	319	53.8
GS- 9 THRU 11	625	81	13.0	28	4.5			114	18.2	402	64.3
GS-12 THRU 13	573	14	2.4	16	2.8			20	3.5	523	91.3
GS-14 THRU 15	271	3	1.1	1	.4			1	.4	266	98.2
GS-16 THRU 18	27									27	100.0
TOTAL WAGE SYSTEMS.....	435	53	12.2	5	1.1			2	.5	375	86.2
UP THRU $5,499	4	4	100.0								
$ 5,500 THRU $ 6,999	41	17	41.5	3	7.3					21	51.2
$ 7,000 THRU $ 7,999	38	19	50.0							19	50.0
$ 8,000 THRU $ 8,999	15	3	20.0							12	80.0
$ 9,000 THRU $ 9,999	15	6	40.0							9	60.0
$10,000 THRU $13,999	271	4	1.5	2	.7			2	.7	263	97.0
$14,000 THRU $17,999	51									51	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1,972	63	3.2	21	1.1			15	.8	1,873	95.0
UP THRU $6,499	20							1	5.0	19	95.0
$ 6,500 THRU $ 9,999	231	13	5.6	9	3.9			2	.9	207	89.6
$10,000 THRU $13,999	388	8	2.1	8	2.1			2	.5	370	95.4
$14,000 THRU $17,999	390	20	5.1	2	.5			2	.5	366	93.8
$18,000 THRU $25,999	727	18	2.5	1	.1			7	1.0	701	96.4
$26,000 AND OVER	216	4	1.9	1	.5			1	.5	210	97.2

1969 MINORITY GROUP STUDY

TABLE 2-105a

UNITED STATES INFORMATION AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,039	573	11.4	82	1.6	2		136	2.7	4,246	84.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,860	458	16.0	53	1.9	1		130	4.5	2,218	77.6
GS- 1 THRU 4	360	151	41.9					1	.3	208	57.8
GS- 5 THRU 8	653	241	36.9	3	.5			10	1.5	399	61.1
GS- 9 THRU 11	662	48	7.3	35	5.3			96	14.5	483	73.0
GS-12 THRU 13	711	13	1.8	14	2.0	1	.1	22	3.1	661	93.0
GS-14 THRU 15	429	5	1.2	1	.2			1	.2	422	98.4
GS-16 THRU 18	45									45	100.0
TOTAL WAGE SYSTEMS.....	408	48	11.8	9	2.2	1	.2	1	.2	349	85.5
UP THRU $5,499	7	2	28.6							5	71.4
$ 5,500 THRU $ 6,999	69	34	49.3	3	4.3					32	46.4
$ 7,000 THRU $ 7,999	26	10	38.5							16	61.5
$ 8,000 THRU $ 8,999	16	1	6.3							15	93.8
$ 9,000 THRU $ 9,999	21									21	100.0
$10,000 THRU $13,999	268	1	.4	6	2.2	1	.4	1	.4	259	96.6
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1,771	67	3.8	20	1.1			5	.3	1,679	94.8
UP THRU $6,499	70	3	4.3	3	4.3			1	1.4	63	90.0
$ 6,500 THRU $ 9,999	442	15	3.4	14	3.2			1	.2	412	93.2
$10,000 THRU $13,999	481	29	6.0	1	.2			1	.2	450	93.6
$14,000 THRU $17,999	415	16	3.9	1	.2			2	.5	396	95.4
$18,000 AND OVER	363	4	1.1	1	.3					358	98.6
**											

1969 MINORITY GROUP STUDY

TABLE 2-106

U.S. - MEXICO COMMISSION FOR BORDER DEVELOPMENT AND FRIENDSHIP

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	11			8	72.7					3	27.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10			7	70.0					3	30.0
GS- 1 THRU 4	1			1	100.0						
GS- 5 THRU 8	3			3	100.0						
GS- 9 THRU 11	2									2	100.0
GS-12 THRU 13											
GS-14 THRU 15	4			3	75.0					1	25.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1			1	100.0						
UP THRU $5,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	1			1	100.0						
$26,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 2-107

U. S. SOLDIERS' HOME

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,046	541	51.7	1	.1			2	.2	502	48.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	375	219	58.4					2	.5	154	41.1
GS- 1 THRU 4	229	180	78.6							49	21.4
GS- 5 THRU 8	106	38	35.8							68	64.2
GS- 9 THRU 11	31	1	3.2					2	6.5	28	90.3
GS-12 THRU 13	9									9	100.0
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	436	305	70.0							131	30.0
UP THRU $5,499	145	144	99.3							1	.7
$ 5,500 THRU $ 6,999	144	111	77.1							33	22.9
$ 7,000 THRU $ 7,999	78	39	50.0							39	50.0
$ 8,000 THRU $ 8,999	40	8	20.0							32	80.0
$ 9,000 THRU $ 9,999	15	3	20.0							12	80.0
$10,000 THRU $13,999	14									14	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	235	17	7.2	1	.4					217	92.3
UP THRU $6,499	229	17	7.4	1	.4					211	92.1
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	1									1	100.0

1969 MINORITY GROUP STUDY

TABLE 2-107a

U. S. SOLDIER'S HOME

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,054	509	48.3	4	.4			1	.1	540	51.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	362	205	56.6	3	.8			1	.3	153	42.3
GS- 1 THRU 4	235	179	76.2	1	.4					55	23.4
GS- 5 THRU 8	97	26	26.8	2	2.1					69	71.1
GS- 9 THRU 11	22							1	4.5	21	95.5
GS-12 THRU 13	8									8	100.0
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	451	298	66.1	1	.2					152	33.7
UP THRU $5,499	231	218	94.4							13	5.6
$ 5,500 THRU $ 6,999	134	67	50.0							67	50.0
$ 7,000 THRU $ 7,999	62	12	19.4	1	1.6					49	79.0
$ 8,000 THRU $ 8,999	22	1	4.5							21	95.5
$ 9,000 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	241	6	2.5							235	97.5
UP THRU $6,499	235	6	2.6							229	97.4
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER	3									3	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-108

UNITED STATES TARIFF COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	236	24	10.2	1	.4					211	89.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	221	16	7.2	1	.5					204	92.3
GS- 1 THRU 4	8	2	25.0							6	75.0
GS- 5 THRU 8	73	12	16.4	1	1.4					60	82.2
GS- 9 THRU 11	32	1	3.1							31	96.9
GS-12 THRU 13	63	1	1.6							62	98.4
GS-14 THRU 15	40									40	100.0
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....	9	8	88.9							1	11.1
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999	1	1	100.0								
$ 8,000 THRU $ 8,999	5	5	100.0								
$ 9,000 THRU $ 9,999	2	2	100.0								
$10,000 THRU $13,999	1										
$14,000 THRU $17,999										1	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	6									6	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	6									6	100.0

1969 MINORITY GROUP STUDY

TABLE 2-108a

UNITED STATES TARIFF COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	265	26	9.8							239	90.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	251	18	7.2							233	92.8
GS- 1 THRU 4	19	9	47.4							10	52.6
GS- 5 THRU 8	78	8	10.3							70	89.7
GS- 9 THRU 11	37	1	2.7							36	97.3
GS-12 THRU 13	66									66	100.0
GS-14 THRU 15	46									46	100.0
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....	9	8	88.9							1	11.1
UP THRU $5,499											
$ 5,500 THRU $ 6,999	6	6	100.0								
$ 7,000 THRU $ 7,999	2	2	100.0								
$ 8,000 THRU $ 8,999	1									1	100.0
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	5									5	100.0
**											

3813

1969 MINORITY GROUP STUDY

TABLE 2-109

UPPER GREAT LAKES REGIONAL COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	3									3	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2									2	100.0
GS- 1 THRU 4											
GS- 5 THRU 8	1									1	100.0
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1									1	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

1969 MINORITY GROUP STUDY

TABLE 2-109a

UPPER GREAT LAKES REGIONAL COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	10									10	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	10									10	100.0
UP THRU $6,499	3									3	100.0
$ 6,500 THRU $ 9,999	3									3	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	4									4	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-110

VETERANS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	146,523	38,205	26.1	3,032	2.1	335	.2	1,089	.7	103,862	70.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	113,110	24,719	21.9	2,026	1.8	234	.2	952	.8	85,179	75.3
GS- 1 THRU 4	45,402	15,688	34.6	964	2.1	127	.3	125	.3	28,498	62.8
GS- 5 THRU 8	31,051	6,584	21.2	523	1.7	55	.2	278	.9	23,611	76.0
GS- 9 THRU 11	21,787	2,047	9.4	226	1.0	33	.2	270	1.2	19,211	88.2
GS-12 THRU 13	8,257	288	3.5	68	.8	13	.2	76	.9	7,812	94.6
GS-14 THRU 15	6,381	107	1.7	245	3.8	6	.1	203	3.2	5,820	91.2
GS-16 THRU 18	232	5	2.2							227	97.8
TOTAL WAGE SYSTEMS.....	30,945	12,898	41.7	958	3.1	98	.3	131	.4	16,860	54.5
UP THRU $5,499	5,781	3,424	59.2	163	2.8	20	.3	9	.2	2,165	37.5
$ 5,500 THRU $ 6,999	14,285	6,932	48.5	542	3.8	40	.3	46	.3	6,725	47.1
$ 7,000 THRU $ 7,999	4,774	1,483	31.1	119	2.5	16	.3	31	.6	3,125	65.5
$ 8,000 THRU $ 8,999	3,292	643	19.5	79	2.4	15	.5	22	.7	2,533	76.9
$ 9,000 THRU $ 9,999	1,745	306	17.5	41	2.3	4	.2	13	.7	1,381	79.1
$10,000 THRU $13,999	1,065	110	10.3	14	1.3	3	.3	10	.9	928	87.1
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2,468	588	23.8	48	1.9	3	.1	6	.2	1,823	73.9
UP THRU $6,499	1,919	519	27.0	34	1.8	1	.1	3	.2	1,362	71.0
$ 6,500 THRU $ 9,999	354	66	18.6	14	4.0	1	.3	3	.8	270	76.3
$10,000 THRU $13,999	101	1	1.0							100	99.0
$14,000 THRU $17,999	42	1	2.4			1	2.4			40	95.2
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	47	1	2.1							46	97.9

1969 MINORITY GROUP STUDY

TABLE 2-110a

VETERANS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	150,463	39,109	26.0	2,795	1.9	289	.2	837	.6	107,433	71.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	114,874	24,904	21.7	1,810	1.6	202	.2	724	.6	87,234	75.9
GS- 1 THRU 4	52,274	18,095	34.6	986	1.9	108	.2	149	.3	32,936	63.0
GS- 5 THRU 8	28,409	4,762	16.8	391	1.4	48	.2	213	.7	22,995	80.9
GS- 9 THRU 11	20,080	1,722	8.6	148	.7	28	.1	160	.8	18,022	89.8
GS-12 THRU 13	7,733	219	2.8	82	1.1	10	.1	64	.8	7,358	95.2
GS-14 THRU 15	5,953	99	1.7	203	3.4	8	.1	138	2.3	5,505	92.5
GS-16 THRU 18	425	7	1.6							418	98.4
TOTAL WAGE SYSTEMS.....	32,977	13,576	41.2	941	2.9	84	.3	105	.3	18,271	55.4
UP THRU $5,499	21,256	10,906	51.3	657	3.1	56	.3	44	.2	9,593	45.1
$ 5,500 THRU $ 6,999	6,823	2,106	30.9	198	2.9	18	.3	39	.6	4,462	65.4
$ 7,000 THRU $ 7,999	3,445	440	12.8	70	2.0	8	.2	15	.4	2,912	84.5
$ 8,000 THRU $ 8,999	1,098	110	10.0	15	1.4	2	.2	5	.5	966	88.0
$ 9,000 THRU $ 9,999	293	14	4.8	1	.3			2	.7	276	94.2
$10,000 THRU $13,999	62									62	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2,612	629	24.1	44	1.7	3	.1	8	.3	1,928	73.8
UP THRU $6,499	2,351	625	26.6	43	1.8	2	.1	8	.3	1,673	71.2
$ 6,500 THRU $ 9,999	124	1	.8	1	.8	1	.8			121	97.6
$10,000 THRU $13,999	73	3	4.1							70	95.9
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER	62									62	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-111

WATER RESOURCES COUNCIL

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	26	5	19.2							21	80.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	22	5	22.7							17	77.3
GS- 1 THRU 4											
GS- 5 THRU 8	9	4	44.4							5	55.6
GS- 9 THRU 11	1	1	100.0								
GS-12 THRU 13											
GS-14 THRU 15	8									8	100.0
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	4									4	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	3									3	100.0

1969 MINORITY GROUP STUDY

TABLE 2-111a

WATER RESOURCES COUNCIL

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	28	3	10.7							25	89.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	23	3	13.0							20	87.0
GS- 1 THRU 4											
GS- 5 THRU 8	9	3	33.3							6	66.7
GS- 9 THRU 11											
GS-12 THRU 13	2									2	100.0
GS-14 THRU 15	7									7	100.0
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	4									4	100.0
**											

1969 MINORITY GROUP STUDY

TABLE 2-112

WHITE HOUSE CONFERENCE ON FOOD, NUTRITION AND HEALTH

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	23									23	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	23									23	100.0
GS- 1 THRU 4	5									5	100.0
GS- 5 THRU 8	16									16	100.0
GS- 9 THRU 11	2									2	100.0
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 2-113

FEDERAL COURTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	192	54	28.1					1	.5	137	71.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	175	45	25.7					1	.6	129	73.7
GS- 1 THRU 4	29	15	51.7							14	48.3
GS- 5 THRU 8	88	29	33.0							59	67.0
GS- 9 THRU 11	26	1	3.8							25	96.2
GS-12 THRU 13	11							1	9.1	10	90.9
GS-14 THRU 15	15									15	100.0
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	15	9	60.0							6	40.0
UP THRU $5,499											
$ 5,500 THRU $ 6,999	6	6	100.0								
$ 7,000 THRU $ 7,999	1									1	100.0
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999	4	1	25.0							3	75.0
$10,000 THRU $13,999	3	1	33.3							2	66.7
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	2									2	100.0

1969 MINORITY GROUP STUDY

TABLE 2-113a

FEDERAL COURTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	176	38	21.6							138	78.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	162	30	18.5							132	81.5
GS- 1 THRU 4	29	11	37.9							18	62.1
GS- 5 THRU 8	81	18	22.2							63	77.8
GS- 9 THRU 11	26	1	3.8							25	96.2
GS-12 THRU 13	11									11	100.0
GS-14 THRU 15	9									9	100.0
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	13	8	61.5							5	38.5
UP THRU $5,499											
$ 5,500 THRU $ 6,999	6	6	100.0								
$ 7,000 THRU $ 7,999	4	2	50.0							2	50.0
$ 8,000 THRU $ 8,999	2									2	100.0
$ 9,000 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1									1	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	1									1	100.0
**											

INDEX

APPENDIX III

United States -- by Grade or Salary Level Grouping, 1969-1967

Table		Page
3- 1	Summary All States, November 30, 1969	412
3- 2	Summary All States, November 30, 1967	413
3- 3	Alabama	414
3- 4	Alaska	416
3- 5	Arizona	418
3- 6	Arkansas	420
3- 7	California	422
3- 8	Colorado	424
3- 9	Connecticut	426
3-10	Delaware	428
3-11	District of Columbia	430
3-12	Florida	432
3-13	Georgia	434
3-14	Idaho	436
3-15	Illinois	438
3-16	Indiana	440
3-17	Iowa	442
3-18	Kansas	444
3-19	Kentucky	446
3-20	Louisiana	448
3-21	Maine	450
3-22	Maryland	452
3-23	Massachusetts	454
3-24	Michigan	456
3-25	Minnesota	458
3-26	Mississippi	460
3-27	Missouri	462
3-28	Montana	464
3-29	Nebraska	466
3-30	Nevada	468
3-31	New Hampshire	470
3-32	New Jersey	472
3-33	New Mexico	474
3-34	New York	476
3-35	North Carolina	478
3-36	North Dakota	480
3-37	Ohio	482
3-38	Oklahoma	484
3-39	Oregon	486
3-40	Pennsylvania	488
3-41	Rhode Island	490
3-42	South Carolina	492
3-43	South Dakota	494
3-44	Tennessee	496

Table		Page
3-45	Texas	498
3-46	Utah	500
3-47	Vermont	502
3-48	Virginia	504
3-49	Washington	506
3-50	West Virginia	508
3-51	Wisconsin	510
3-52	Wyoming	512

1969 MINORITY GROUP STUDY

TABLE 3-1

ALL STATE SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,549,896	387,855	15.2	72,646	2.8	16,443	.6	17,801	.7	2,055,151	80.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,262,229	137,209	10.9	23,166	1.8	9,733	.8	8,556	.7	1,083,565	85.8
GS- 1 THRU 4	307,955	67,061	21.8	9,085	3.0	5,047	1.6	1,686	.5	225,076	73.1
GS- 5 THRU 8	361,552	47,687	13.2	7,703	2.1	2,612	.7	2,431	.7	301,119	83.3
GS- 9 THRU 11	310,522	16,035	5.2	4,364	1.4	1,460	.5	2,437	.8	286,226	92.2
GS-12 THRU 13	207,770	5,290	2.5	1,541	.7	467	.2	1,472	.7	199,000	95.8
GS-14 THRU 15	69,160	1,073	1.6	459	.7	140	.2	517	.7	66,971	96.8
GS-16 THRU 18	5,270	63	1.2	14	.3	7	.1	13	.2	5,173	98.2
TOTAL WAGE SYSTEMS.....	553,692	111,990	20.2	31,697	5.7	5,393	1.0	5,128	.9	399,484	72.1
UP THRU $5,499	46,532	21,920	47.1	3,853	8.3	462	1.0	342	.7	19,955	42.9
$ 5,500 THRU $ 6,999	150,729	49,339	32.7	9,881	6.6	1,919	1.3	1,438	1.0	88,152	58.5
$ 7,000 THRU $ 7,999	139,893	22,266	15.9	9,656	6.9	1,398	1.0	1,067	.8	105,506	75.4
$ 8,000 THRU $ 8,999	112,903	11,876	10.5	5,675	5.0	897	.8	1,303	1.2	93,152	82.5
$ 9,000 THRU $ 9,999	50,037	4,182	8.4	1,729	3.5	304	.6	652	1.3	43,170	86.3
$10,000 THRU $13,999	50,032	2,274	4.5	863	1.7	355	.7	320	.6	46,220	92.4
$14,000 THRU $17,999	2,831	117	4.1	33	1.2	57	2.0	6	.2	2,618	92.5
$18,000 AND OVER	735	16	2.2	7	1.0	1	.1			711	96.7
TOTAL POSTAL FIELD SERVICE.....	700,030	136,321	19.5	17,494	2.5	1,182	.2	3,947	.6	541,086	77.3
PFS- 1 THRU 5*	595,417	124,172	20.9	15,847	2.7	992	.2	3,312	.6	451,094	75.8
PFS- 6 THRU 9	84,282	11,343	13.5	1,485	1.8	165	.2	575	.7	70,714	83.9
PFS-10 THRU 12	15,351	623	4.1	127	.8	22	.1	44	.3	14,535	94.7
PFS-13 THRU 16	4,509	170	3.8	33	.7	3	.1	15	.3	4,288	95.1
PFS-17 THRU 19	432	11	2.5	2	.5			1	.2	418	96.8
PFS-20 THRU 21	39	2	5.1							37	94.9
TOTAL OTHER PAY SYSTEMS	33,945	2,335	6.9	289	.9	135	.4	170	.5	31,016	91.4
UP THRU $6,499	9,284	1,320	14.2	131	1.4	93	1.0	33	.4	7,707	83.0
$ 6,500 THRU $ 9,999	10,415	716	6.9	99	1.0	26	.2	46	.4	9,528	91.5
$10,000 THRU $13,999	5,005	147	2.9	27	.5	9	.2	46	.9	4,776	95.4
$14,000 THRU $17,999	3,744	66	1.8	15	.4	4	.1	26	.7	3,633	97.0
$18,000 THRU $25,999	2,929	50	1.7	9	.3			9	.3	2,861	97.7
$26,000 AND OVER	2,568	36	1.4	8	.3	3	.1	10	.4	2,511	97.8

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-2

ALL STATE SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,569,646	389,443	15.2	68,035	2.6	16,434	.6	16,822	.7	2,078,912	80.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,244,628	132,944	10.7	20,991	1.7	9,585	.8	7,434	.6	1,073,674	86.3
GS- 1 THRU 4	364,683	75,622	20.7	9,590	2.6	5,497	1.5	1,723	.5	272,251	74.7
GS- 5 THRU 8	340,737	40,262	11.8	6,509	1.9	2,466	.7	2,229	.7	289,271	84.9
GS- 9 THRU 11	290,166	12,475	4.3	3,516	1.2	1,140	.4	1,966	.7	271,069	93.4
GS-12 THRU 13	183,855	3,831	2.1	1,043	.6	380	.2	1,153	.6	177,448	96.5
GS-14 THRU 15	59,740	689	1.2	324	.5	97	.2	356	.6	58,274	97.5
GS-16 THRU 18	5,447	65	1.2	9	.2	5	.1	7	.1	5,361	98.4
TOTAL WAGE SYSTEMS.....	589,436	121,660	20.6	31,900	5.4	5,720	1.0	5,397	.9	424,759	72.1
UP THRU $5,499	135,490	55,665	41.1	9,569	7.1	2,343	1.7	693	.5	67,220	49.6
$ 5,500 THRU $ 6,999	227,795	47,390	20.8	14,857	6.5	2,366	1.0	2,394	1.1	160,788	70.6
$ 7,000 THRU $ 7,999	145,950	15,377	10.5	5,844	4.0	708	.5	1,779	1.2	122,242	83.8
$ 8,000 THRU $ 8,999	41,597	2,287	5.5	1,228	3.0	156	.4	336	.8	37,590	90.4
$ 9,000 THRU $ 9,999	25,984	774	3.0	294	1.1	83	.3	161	.6	24,672	95.0
$10,000 THRU $13,999	11,895	163	1.4	102	.9	60	.5	32	.3	11,538	97.0
$14,000 THRU $17,999	641	4	.6	4	.6	4	.6	2	.3	627	97.8
$18,000 AND OVER	84			2	2.4					82	97.6
TOTAL POSTAL FIELD SERVICE.....	698,346	132,011	18.9	14,776	2.1	1,057	.2	3,758	.5	546,744	78.3
PFS= 1 THRU 4*	601,160	123,632	20.6	13,626	2.3	917	.2	3,337	.6	459,648	76.5
PFS= 5 THRU 8	77,746	7,805	10.0	1,034	1.3	124	.2	374	.5	68,409	88.0
PFS= 9 THRU 11	14,985	467	3.1	87	.6	13	.1	39	.3	14,379	96.0
PFS=12 THRU 15	4,050	97	2.4	27	.7	3	.1	7	.2	3,916	96.7
PFS=16 THRU 18	369	7	1.9	2	.5			1	.3	359	97.3
PFS=19 THRU 20	36	3	8.3							33	91.7
TOTAL OTHER PAY SYSTEMS	37,236	2,828	7.6	368	1.0	72	.2	233	.6	33,735	90.6
UP THRU $6,499	14,117	2,187	15.5	266	1.9	46	.3	98	.7	11,520	81.6
$ 6,500 THRU $ 9,999	8,947	411	4.6	55	.6	17	.2	72	.8	8,392	93.8
$10,000 THRU $13,999	6,079	118	1.9	18	.3	4	.1	36	.6	5,903	97.1
$14,000 THRU $17,999	3,873	67	1.7	14	.4	2	.1	11	.3	3,779	97.6
$18,000 AND OVER	4,220	45	1.1	15	.4	3	.1	16	.4	4,141	98.1

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-3

ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	53,340	5,182	9.7	65	.1	17		38	.1	48,038	90.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	30,724	1,837	6.0	48	.2	8		32	.1	28,799	93.7
GS- 1 THRU 4	6,601	1,042	15.8	8	.1	1		6	.1	5,544	84.0
GS- 5 THRU 8	7,614	409	5.4	5	.1	1		4	.1	7,195	94.5
GS- 9 THRU 11	7,387	322	4.4	11	.1	1		8	.1	7,045	95.4
GS-12 THRU 13	6,764	48	.7	13	.2	3		8	.1	6,692	98.9
GS-14 THRU 15	2,279	15	.7	11	.5	2	.1	6	.3	2,245	98.5
GS-16 THRU 18	79	1	1.3							78	98.7
TOTAL WAGE SYSTEMS.....	13,353	2,072	15.5	10	.1	5		4		11,262	84.3
UP THRU $5,499	1,375	868	63.1			2	.1	1	.1	504	36.7
$ 5,500 THRU $ 6,999	4,600	960	20.9	7	.2	2		2		3,629	78.9
$ 7,000 THRU $ 7,999	2,891	185	6.4	2	.1					2,704	93.5
$ 8,000 THRU $ 8,999	1,642	23	1.4							1,619	98.6
$ 9,000 THRU $ 9,999	1,089	32	2.9					1	.1	1,056	97.0
$10,000 THRU $13,999	1,746	4	.2	1	.1	1	.1			1,740	99.7
$14,000 THRU $17,999	10									10	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	7,480	1,110	14.8	4	.1	4	.1			6,362	85.1
PFS- 1 THRU 5*	6,213	1,029	16.6	3		4	.1			5,177	83.3
PFS- 6 THRU 9	1,058	78	7.4	1	.1					979	92.5
PFS-10 THRU 12	182	2	1.1							180	98.9
PFS-13 THRU 16	26	1	3.8							25	96.2
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	1,783	163	9.1	3	.2			2	.1	1,615	90.6
UP THRU $6,499	420	108	25.7	1	.2					311	74.0
$ 6,500 THRU $ 9,999	568	42	7.4	1	.2			1	.2	524	92.3
$10,000 THRU $13,999	291	8	2.7	1	.3					282	96.9
$14,000 THRU $17,999	265	5	1.9					1	.4	259	97.7
$18,000 THRU $25,999	195									195	100.0
$26,000 AND OVER	44									44	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-3a

ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	55,138	5,626	10.2	61	.1	19		27		49,405	89.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	31,346	1,910	6.1	52	.2	6		19	.1	29,359	93.7
GS- 1 THRU 4	8,466	1,132	13.4	6	.1	1		2		7,325	86.5
GS- 5 THRU 8	7,505	491	6.5	12	.2			1		7,001	93.3
GS- 9 THRU 11	7,317	241	3.3	7	.1	2		3		7,064	96.5
GS-12 THRU 13	5,991	31	.5	12	.2	3	.1	7	.1	5,938	99.1
GS-14 THRU 15	2,033	13	.6	15	.7			6	.3	1,999	98.3
GS-16 THRU 18	34	2	5.9							32	94.1
TOTAL WAGE SYSTEMS.....	14,502	2,536	17.5	5		5		5		11,951	82.4
UP THRU $5,499	3,863	1,505	39.0					2	.1	2,356	61.0
$ 5,500 THRU $ 6,999	5,806	977	16.8	3	.1	4	.1	1		4,821	83.0
$ 7,000 THRU $ 7,999	2,627	43	1.6			1				2,583	98.3
$ 8,000 THRU $ 8,999	1,152	11	1.0					1	.1	1,140	99.0
$ 9,000 THRU $ 9,999	868			2	.2			1	.1	865	99.7
$10,000 THRU $13,999	186									186	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	7,540	1,001	13.3	2		8	.1			6,529	86.6
PFS- 1 THRU 4*	6,274	927	14.8	2		8	.1			5,337	85.1
PFS- 5 THRU 8	1,039	73	7.0							966	93.0
PFS- 9 THRU 11	190	1	.5							189	99.5
PFS-12 THRU 15	36									36	100.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	1,750	179	10.2	2	.1			3	.2	1,566	89.5
UP THRU $6,499	649	155	23.9	2	.3			1	.2	491	75.7
$ 6,500 THRU $ 9,999	458	17	3.7							441	96.3
$10,000 THRU $13,999	283	7	2.5					1	.4	275	97.2
$14,000 THRU $17,999	243							1	.4	242	99.6
$18,000 AND OVER	117									117	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-4

ALASKA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,651	449	3.5	82	.6	616	4.9	73	.6	11,431	90.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,362	152	2.1	50	.7	272	3.7	31	.4	6,857	93.1
GS- 1 THRU 4	2,054	83	4.0	23	1.1	155	7.5	7	.3	1,786	87.0
GS- 5 THRU 8	1,784	29	1.6	13	.7	73	4.1	9	.5	1,660	93.0
GS- 9 THRU 11	2,157	31	1.4	11	.5	34	1.6	8	.4	2,073	96.1
GS-12 THRU 13	1,194	9	.8	3	.3	10	.8	7	.6	1,165	97.6
GS-14 THRU 15	169									169	100.0
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	4,840	295	6.1	32	.7	339	7.0	35	.7	4,139	85.5
UP THRU $5,499	10					4	40.0			6	60.0
$ 5,500 THRU $ 6,999	14					5	35.7			9	64.3
$ 7,000 THRU $ 7,999	76	2	2.6			12	15.8			62	81.6
$ 8,000 THRU $ 8,999	404	82	20.3	4	1.0	50	12.4	17	4.2	251	62.1
$ 9,000 THRU $ 9,999	395	37	9.4	3	.8	40	10.1	3	.8	312	79.0
$10,000 THRU $13,999	3,030	157	5.2	19	.6	171	5.6	13	.4	2,670	88.1
$14,000 THRU $17,999	752	17	2.3	6	.8	57	7.6	2	.3	670	89.1
$18,000 AND OVER	159									159	100.0
TOTAL OTHER PAY SYSTEMS	449	2	.4			5	1.1	7	1.6	435	96.9
UP THRU $6,499	32					1	3.1	2	6.3	29	90.6
$ 6,500 THRU $ 9,999	182	2	1.1			2	1.1	3	1.6	175	96.2
$10,000 THRU $13,999	110					1	.9	1	.9	108	98.2
$14,000 THRU $17,999	99					1	1.0	1	1.0	97	98.0
$18,000 THRU $25,999	22									22	100.0
$26,000 AND OVER	4									4	100.0

397

1969 MINORITY GROUP STUDY

TABLE 3-4a

ALASKA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	13,946	567	4.1	88	.6	405	2.9	75	.5	12,811	91.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,475	172	2.3	44	.6	244	3.3	31	.4	6,984	93.4
GS- 1 THRU 4	2,421	98	4.0	19	.8	137	5.7	9	.4	2,158	89.1
GS- 5 THRU 8	1,852	46	2.5	15	.8	72	3.9	12	.6	1,707	92.2
GS- 9 THRU 11	2,000	21	1.1	8	.4	28	1.4	7	.4	1,936	96.8
GS-12 THRU 13	1,048	7	.7	2	.2	7	.7	3	.3	1,029	98.2
GS-14 THRU 15	149									149	100.0
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....	4,617	338	7.3	29	.6	120	2.6	33	.7	4,097	88.7
UP THRU $5,499	95	23	24.2	3	3.2	8	8.4	7	7.4	54	56.8
$ 5,500 THRU $ 6,999	198	24	12.1			11	5.6	2	1.0	161	81.3
$ 7,000 THRU $ 7,999	573	117	20.4	2	.3	10	1.7	4	.7	440	76.8
$ 8,000 THRU $ 8,999	554	66	11.9	5	.9	13	2.3	5	.9	465	83.9
$ 9,000 THRU $ 9,999	613	42	6.9	3	.5	31	5.1	6	1.0	531	86.6
$10,000 THRU $13,999	2,429	64	2.6	15	.6	43	1.8	9	.4	2,298	94.6
$14,000 THRU $17,999	150	2	1.3	1	.7	4	2.7			143	95.3
$18,000 AND OVER	5									5	100.0
TOTAL POSTAL FIELD SERVICE.....	829	44	5.3	5	.6	36	4.3	7	.8	737	88.9
PFS- 1 THRU 4*	687	40	5.8	3	.4	30	4.4	6	.9	608	88.5
PFS- 5 THRU 8	121	4	3.3	2	1.7	5	4.1	1	.8	109	90.1
PFS- 9 THRU 11	16					1	6.3			15	93.8
PFS-12 THRU 15	5									5	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	1,025	13	1.3	10	1.0	5	.5	4	.4	993	96.9
UP THRU $6,499	14									14	100.0
$ 6,500 THRU $ 9,999	775	13	1.7	10	1.3	5	.6	3	.4	744	96.0
$10,000 THRU $13,999	171									171	100.0
$14,000 THRU $17,999	44									44	100.0
$18,000 AND OVER	21							1	4.8	20	95.2
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

ARIZONA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	25,161	658	2.6	2,392	9.5	3,292	13.1	90	.4	18,729	74.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,804	306	2.2	679	4.9	2,097	15.2	57	.4	10,665	77.3
GS- 1 THRU 4	3,966	93	2.3	228	5.7	1,407	35.5	11	.3	2,227	56.2
GS- 5 THRU 8	3,849	68	1.8	294	7.6	459	11.9	18	.5	3,010	78.2
GS- 9 THRU 11	3,702	133	3.6	120	3.2	184	5.0	18	.5	3,247	87.7
GS-12 THRU 13	1,907	12	.6	34	1.8	35	1.8	9	.5	1,817	95.3
GS-14 THRU 15	373			3	.8	12	3.2	1	.3	357	95.7
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....	6,222	201	3.2	1,122	18.0	1,151	18.5	17	.3	3,731	60.0
UP THRU $5,499	206	16	7.8	32	15.5	100	48.5			58	28.2
$ 5,500 THRU $ 6,999	1,433	84	5.9	295	20.6	513	35.8	6	.4	535	37.3
$ 7,000 THRU $ 7,999	1,667	57	3.4	380	22.8	230	13.8	5	.3	995	59.7
$ 8,000 THRU $ 8,999	1,919	33	1.7	318	16.6	230	12.0	5	.3	1,333	69.5
$ 9,000 THRU $ 9,999	551	7	1.3	59	10.7	37	6.7	1	.2	447	81.1
$10,000 THRU $13,999	443	4	.9	38	8.6	41	9.3			360	81.3
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,771	147	3.1	583	12.2	43	.9	13	.3	3,985	83.5
PFS- 1 THRU 5*	3,993	134	3.4	514	12.9	36	.9	13	.3	3,296	82.5
PFS- 6 THRU 9	649	12	1.8	62	9.6	6	.9			569	87.7
PFS-10 THRU 12	111	1	.9	5	4.5	1	.9			104	93.7
PFS-13 THRU 16	17			2	11.8					15	88.2
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	364	4	1.1	8	2.2	1	.3	3	.8	348	95.6
UP THRU $6,499	97	1	1.0	2	2.1					94	96.9
$ 6,500 THRU $ 9,999	186	2	1.1	6	3.2	1	.5	1	.5	176	94.6
$10,000 THRU $13,999	43	1	2.3					2	4.7	40	93.0
$14,000 THRU $17,999	32									32	100.0
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

ARIZONA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	24,894	640	2.6	2,251	9.0	3,621	14.5	71	.3	18,311	73.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,647	304	2.2	596	4.4	2,218	16.3	43	.3	10,486	76.8
GS- 1 THRU 4	4,548	101	2.2	255	5.6	1,577	34.7	13	.3	2,602	57.2
GS- 5 THRU 8	3,885	92	2.4	213	5.5	448	11.5	15	.4	3,117	80.2
GS- 9 THRU 11	3,348	101	3.0	104	3.1	146	4.4	7	.2	2,990	89.3
GS-12 THRU 13	1,525	10	.7	19	1.2	36	2.4	6	.4	1,454	95.3
GS-14 THRU 15	334			5	1.5	11	3.3	2	.6	316	94.6
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....	6,587	220	3.3	1,154	17.5	1,370	20.8	13	.2	3,830	58.1
UP THRU $5,499	1,270	80	6.3	231	18.2	588	46.3	5	.4	366	28.8
$ 5,500 THRU $ 6,999	2,411	99	4.1	488	20.2	593	24.6	5	.2	1,226	50.9
$ 7,000 THRU $ 7,999	1,975	34	1.7	349	17.7	161	8.2	2	.1	1,429	72.4
$ 8,000 THRU $ 8,999	660	7	1.1	76	11.5	21	3.2	1	.2	555	84.1
$ 9,000 THRU $ 9,999	174			6	3.4	4	2.3			164	94.3
$10,000 THRU $13,999	97			4	4.1	3	3.1			90	92.8
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,298	111	2.6	487	11.3	30	.7	11	.3	3,659	85.1
PFS- 1 THRU 4*	3,681	107	2.9	438	11.9	22	.6	11	.3	3,103	84.3
PFS- 5 THRU 8	496	3	.6	43	8.7	7	1.4			443	89.3
PFS- 9 THRU 11	99	1	1.0	4	4.0	1	1.0			93	93.9
PFS-12 THRU 15	21			2	9.5					19	90.5
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	362	5	1.4	14	3.9	3	.8	4	1.1	336	92.8
UP THRU $6,499	111	3	2.7	13	11.7	2	1.8			93	83.8
$ 6,500 THRU $ 9,999	93	1	1.1	1	1.1	1	1.1			90	96.8
$10,000 THRU $13,999	91									91	100.0
$14,000 THRU $17,999	41	1	2.4					2	4.9	38	92.7
$18,000 AND OVER	26							2	7.7	24	92.3
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-6

ARKANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	16,146	1,549	9.6	21	.1	25	.2	10	.1	14,541	90.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,891	403	5.1	15	.2	15	.2	7	.1	7,451	94.4
GS- 1 THRU 4	2,002	280	14.0	5	.2	4	.2	2	.1	1,711	85.5
GS- 5 THRU 8	2,541	77	3.0	2	.1	2	.1			2,460	96.8
GS- 9 THRU 11	2,282	43	1.9	1		7	.3	3	.1	2,228	97.6
GS-12 THRU 13	882	2	.2	3	.3	2	.2	2	.2	873	99.0
GS-14 THRU 15	180	1	.6	4	2.2					175	97.2
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	3,385	911	26.9	4	.1	6	.2	1		2,463	72.8
UP THRU $5,499	610	325	53.3					1	.2	284	46.6
$ 5,500 THRU $ 6,999	922	421	45.7	3	.3	2	.2			496	53.8
$ 7,000 THRU $ 7,999	631	102	16.2			1	.2			528	83.7
$ 8,000 THRU $ 8,999	849	44	5.2			2	.2			803	94.6
$ 9,000 THRU $ 9,999	207	19	9.2	1	.5					187	90.3
$10,000 THRU $13,999	166					1	.6			165	99.4
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,707	221	4.7	2		3	.1	2		4,479	95.2
PFS- 1 THRU 5*	3,948	203	5.1	2	.1	3	.1	2	.1	3,738	94.7
PFS- 6 THRU 9	626	16	2.6							610	97.4
PFS-10 THRU 12	119	1	.8							118	99.2
PFS-13 THRU 16	14	1	7.1							13	92.9
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	163	14	8.6			1	.6			148	90.8
UP THRU $6,499	100	13	13.0			1	1.0			86	86.0
$ 6,500 THRU $ 9,999	46	1	2.2							45	97.8
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999	5									5	100.0
$18,000 THRU $25,999	6									6	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-6a

ARKANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14,789	1,490	10.1	17	.1	18	.1	7		13,257	89.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,141	391	5.5	9	.1	10	.1	4	.1	6,727	94.2
GS- 1 THRU 4	2,319	303	13.1	1		2	.1	1		2,012	86.8
GS- 5 THRU 8	2,136	61	2.9	3	.1	2	.1	1		2,069	96.9
GS- 9 THRU 11	1,893	24	1.3	1	.1	3	.2	1	.1	1,864	98.5
GS-12 THRU 13	647	2	.3	2	.3	3	.5	1	.2	639	98.8
GS-14 THRU 15	140	1	.7	2	1.4					137	97.9
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	2,783	871	31.3	6	.2	3	.1	1		1,902	68.3
UP THRU $5,499	1,382	720	52.1	3	.2	1	.1	1	.1	657	47.5
$ 5,500 THRU $ 6,999	912	135	14.8	2	.2					775	85.0
$ 7,000 THRU $ 7,999	352	16	4.5	1	.3	1	.3			334	94.9
$ 8,000 THRU $ 8,999	112					1	.9			111	99.1
$ 9,000 THRU $ 9,999	17									17	100.0
$10,000 THRU $13,999	8									8	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,677	212	4.5	2		4	.1	2		4,457	95.3
PFS- 1 THRU 4*	3,947	200	5.1	2	.1	4	.1	2	.1	3,739	94.7
PFS- 5 THRU 8	589	11	1.9							578	98.1
PFS- 9 THRU 11	122	1	.8							121	99.2
PFS-12 THRU 15	19									19	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	188	16	8.5			1	.5			171	91.0
UP THRU $6,499	149	16	10.7			1	.7			132	88.6
$ 6,500 THRU $ 9,999	26									26	100.0
$10,000 THRU $13,999	5									5	100.0
$14,000 THRU $17,999	6									6	100.0
$18,000 AND OVER	2									2	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-7

CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	300,745	43,733	14.5	16,556	5.5	1,375	.5	11,744	3.9	227,337	75.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	128,812	11,069	8.6	4,224	3.3	642	.5	4,502	3.5	108,375	84.1
GS- 1 THRU 4	31,883	5,513	17.3	1,573	4.9	254	.8	1,098	3.4	23,445	73.5
GS- 5 THRU 8	36,248	3,925	10.8	1,404	3.9	196	.5	1,511	4.2	29,212	80.6
GS- 9 THRU 11	35,095	1,206	3.4	905	2.6	132	.4	1,264	3.6	31,588	90.0
GS-12 THRU 13	20,785	380	1.8	290	1.4	53	.3	535	2.6	19,527	93.9
GS-14 THRU 15	4,628	44	1.0	51	1.1	7	.2	94	2.0	4,432	95.8
GS-16 THRU 18	173	1	.6	1	.6					171	98.8
TOTAL WAGE SYSTEMS.....	93,288	15,803	16.9	7,250	7.8	509	.5	4,276	4.6	65,450	70.2
UP THRU $5,499	1,749	175	10.0	237	13.6	4	.2	217	12.4	1,116	63.8
$ 5,500 THRU $ 6,999	14,094	3,710	26.3	1,390	9.9	71	.5	1,143	8.1	7,780	55.2
$ 7,000 THRU $ 7,999	20,753	4,723	22.8	2,187	10.5	137	.7	883	4.3	12,823	61.8
$ 8,000 THRU $ 8,999	28,706	4,603	16.0	2,041	7.1	178	.6	1,144	4.0	20,740	72.2
$ 9,000 THRU $ 9,999	16,866	2,025	12.0	977	5.8	82	.5	611	3.6	13,171	78.1
$10,000 THRU $13,999	10,578	564	5.3	408	3.9	37	.3	274	2.6	9,295	87.9
$14,000 THRU $17,999	462	3	.6	10	2.2			4	.9	445	96.3
$18,000 AND OVER	80									80	100.0
TOTAL POSTAL FIELD SERVICE.....	77,012	16,751	21.8	5,044	6.5	221	.3	2,943	3.8	52,053	67.6
PFS- 1 THRU 5*	65,811	15,133	23.0	4,547	6.9	187	.3	2,447	3.7	43,497	66.1
PFS- 6 THRU 9	9,101	1,491	16.4	448	4.9	33	.4	448	4.9	6,681	73.4
PFS-10 THRU 12	1,596	104	6.5	39	2.4	1	.1	37	2.3	1,415	88.7
PFS-13 THRU 16	463	22	4.8	10	2.2			10	2.2	421	90.9
PFS-17 THRU 19	38	1	2.6					1	2.6	36	94.7
PFS-20 THRU 21	3									3	100.0
TOTAL OTHER PAY SYSTEMS	1,633	110	6.7	38	2.3	3	.2	23	1.4	1,459	89.3
UP THRU $6,499	577	85	14.7	22	3.8	2	.3	11	1.9	457	79.2
$ 6,500 THRU $ 9,999	514	21	4.1	14	2.7	1	.2	9	1.8	469	91.2
$10,000 THRU $13,999	188			2	1.1			1	.5	185	98.4
$14,000 THRU $17,999	168	1	.6					2	1.2	165	98.2
$18,000 THRU $25,999	106	2	1.9							104	98.1
$26,000 AND OVER	80	1	1.3							79	98.8

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-7a

CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	311,484	45,917	14.7	15,297	4.9	1,482	.5	11,517	3.7	237,271	76.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	129,596	11,717	9.0	3,830	3.0	576	.4	4,062	3.1	109,411	84.4
GS- 1 THRU 4	38,679	7,053	18.2	1,701	4.4	250	.6	1,125	2.9	28,550	73.8
GS- 5 THRU 8	35,221	3,369	9.6	1,176	3.3	193	.5	1,426	4.0	29,057	82.5
GS- 9 THRU 11	32,816	988	3.0	720	2.2	84	.3	1,042	3.2	29,982	91.4
GS-12 THRU 13	18,691	274	1.5	195	1.0	43	.2	416	2.2	17,763	95.0
GS-14 THRU 15	3,949	30	.8	38	1.0	6	.2	53	1.3	3,822	96.8
GS-16 THRU 18	240	3	1.3							237	98.8
TOTAL WAGE SYSTEMS.....	104,239	17,429	16.7	7,270	7.0	605	.6	4,606	4.4	74,329	71.3
UP THRU $5,499	6,000	1,712	28.5	482	8.0	31	.5	418	7.0	3,357	56.0
$ 5,500 THRU $ 6,999	38,398	9,267	24.1	3,549	9.2	244	.6	2,088	5.4	23,250	60.6
$ 7,000 THRU $ 7,999	39,875	5,514	13.8	2,497	6.3	249	.6	1,642	4.1	29,973	75.2
$ 8,000 THRU $ 8,999	10,532	669	6.4	522	5.0	51	.5	300	2.8	8,990	85.4
$ 9,000 THRU $ 9,999	6,882	249	3.6	180	2.6	23	.3	143	2.1	6,287	91.4
$10,000 THRU $13,999	2,392	18	.8	39	1.6	7	.3	15	.6	2,313	96.7
$14,000 THRU $17,999	130			1	.8					129	99.2
$18,000 AND OVER	30									30	100.0
TOTAL POSTAL FIELD SERVICE.....	75,766	16,586	21.9	4,126	5.4	294	.4	2,825	3.7	51,935	68.5
PFS- 1 THRU 4*	66,605	15,576	23.4	3,806	5.7	277	.4	2,504	3.8	44,442	66.7
PFS- 5 THRU 8	7,201	916	12.7	288	4.0	14	.2	285	4.0	5,698	79.1
PFS- 9 THRU 11	1,512	82	5.4	24	1.6	3	.2	32	2.1	1,371	90.7
PFS-12 THRU 15	411	11	2.7	8	1.9			3	.7	389	94.6
PFS-16 THRU 18	33							1	3.0	32	97.0
PFS-19 THRU 20	4	1	25.0							3	75.0
TOTAL OTHER PAY SYSTEMS	1,883	185	9.8	71	3.8	7	.4	24	1.3	1,596	84.8
UP THRU $6,499	1,007	175	17.4	66	6.6	5	.5	14	1.4	747	74.2
$ 6,500 THRU $ 9,999	277	5	1.8	3	1.1	2	.7	6	2.2	261	94.2
$10,000 THRU $13,999	283	1	.4					4	1.4	278	98.2
$14,000 THRU $17,999	156	3	1.9	1	.6					152	97.4
$18,000 AND OVER	160	1	.6	1	.6					158	98.8
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-8

COLORADO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	39,924	2,516	6.3	4,414	11.1	178	.4	240	.6	32,576	81.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	23,342	1,154	4.9	1,058	4.5	129	.6	152	.7	20,849	89.3
GS- 1 THRU 4	5,650	558	9.9	511	9.0	57	1.0	35	.6	4,489	79.5
GS- 5 THRU 8	6,986	410	5.9	364	5.2	51	.7	42	.6	6,119	87.6
GS- 9 THRU 11	5,574	145	2.6	134	2.4	14	.3	41	.7	5,240	94.0
GS-12 THRU 13	4,072	37	.9	42	1.0	5	.1	27	.7	3,961	97.3
GS-14 THRU 15	1,006	4	.4	7	.7	2	.2	7	.7	986	98.0
GS-16 THRU 18	54									54	100.0
TOTAL WAGE SYSTEMS.....	8,815	782	8.9	2,669	30.3	36	.4	28	.3	5,300	60.1
UP THRU $5,499	545	91	16.7	168	30.8	1	.2	2	.4	283	51.9
$ 5,500 THRU $ 6,999	2,944	397	13.5	1,228	41.7	12	.4	12	.4	1,295	44.0
$ 7,000 THRU $ 7,999	2,499	186	7.4	805	32.2	9	.4	7	.3	1,492	59.7
$ 8,000 THRU $ 8,999	1,859	84	4.5	367	19.7	11	.6	5	.3	1,392	74.9
$ 9,000 THRU $ 9,999	480	18	3.8	61	12.7			1	.2	400	83.3
$10,000 THRU $13,999	479	6	1.3	39	8.1	3	.6	1	.2	430	89.8
$14,000 THRU $17,999	8			1	12.5					7	87.5
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	7,585	576	7.6	675	8.9	13	.2	57	.8	6,264	82.6
PFS- 1 THRU 5*	6,190	514	8.3	611	9.9	12	.2	51	.8	5,002	80.8
PFS- 6 THRU 9	1,045	57	5.5	57	5.5	1	.1	4	.4	926	88.6
PFS-10 THRU 12	201	3	1.5	3	1.5			1	.5	194	96.5
PFS-13 THRU 16	122	2	1.6	3	2.5			1	.8	116	95.1
PFS-17 THRU 19	25			1	4.0					24	96.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	182	4	2.2	12	6.6			3	1.6	163	89.6
UP THRU $6,499	68	2	2.9	8	11.8					58	85.3
$ 6,500 THRU $ 9,999	49	1	2.0	2	4.1			1	2.0	45	91.8
$10,000 THRU $13,999	29			2	6.9			1	3.4	26	89.7
$14,000 THRU $17,999	20							1	5.0	19	95.0
$18,000 THRU $25,999	5	1	20.0							4	80.0
$26,000 AND OVER	11									11	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-8a

COLORADO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	40,977	2,731	6.7	4,397	10.7	159	.4	215	.5	33,475	81.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	23,357	1,132	4.8	948	4.1	97	.4	147	.6	21,033	90.1
GS- 1 THRU 4	6,732	638	9.5	509	7.6	57	.8	40	.6	5,488	81.5
GS- 5 THRU 8	6,531	339	5.2	293	4.5	29	.4	38	.6	5,832	89.3
GS- 9 THRU 11	5,386	123	2.3	117	2.2	7	.1	35	.6	5,104	94.8
GS-12 THRU 13	3,782	30	.8	27	.7	3	.1	32	.8	3,690	97.6
GS-14 THRU 15	871	2	.2	2	.2	1	.1	2	.2	864	99.2
GS-16 THRU 18	55									55	100.0
TOTAL WAGE SYSTEMS.....	10,028	1,002	10.0	2,994	29.9	52	.5	23	.2	5,957	59.4
UP THRU $5,499	3,142	609	19.4	1,260	40.1	13	.4	10	.3	1,250	39.8
$ 5,500 THRU $ 6,999	4,757	346	7.3	1,534	32.2	29	.6	13	.3	2,835	59.6
$ 7,000 THRU $ 7,999	1,478	43	2.9	167	11.3	9	.6			1,259	85.2
$ 8,000 THRU $ 8,999	534	2	.4	31	5.8	1	.2			500	93.6
$ 9,000 THRU $ 9,999	80	2	2.5	2	2.5					76	95.0
$10,000 THRU $13,999	37									37	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	7,388	591	8.0	440	6.0	10	.1	44	.6	6,303	85.3
PFS- 1 THRU 4*	6,176	567	9.2	408	6.6	10	.2	41	.7	5,150	83.4
PFS- 5 THRU 8	916	21	2.3	24	2.6			3	.3	868	94.8
PFS- 9 THRU 11	187	1	.5	2	1.1					184	98.4
PFS-12 THRU 15	90	2	2.2	5	5.6					83	92.2
PFS-16 THRU 18	18			1	5.6					17	94.4
PFS-19 THRU 20	1									1	100.0
TOTAL OTHER PAY SYSTEMS **	204	6	2.9	15	7.4			1	.5	182	89.2
UP THRU $6,499	111	5	4.5	12	10.8					94	84.7
$ 6,500 THRU $ 9,999	32			1	3.1			1	3.1	30	93.8
$10,000 THRU $13,999	24	1	4.2	2	8.3					21	87.5
$14,000 THRU $17,999	11									11	100.0
$18,000 AND OVER	26									26	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-9

CONNECTICUT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	18,440	1,404	7.6	63	.3	8		24	.1	16,941	91.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,369	290	4.6	16	.3	4	.1	11	.2	6,048	95.0
GS- 1 THRU 4	1,241	162	13.1	5	.4	1	.1	2	.2	1,071	86.3
GS- 5 THRU 8	1,607	82	5.1	5	.3	2	.1	3	.2	1,515	94.3
GS- 9 THRU 11	2,088	39	1.9	2	.1	1		2	.1	2,044	97.9
GS-12 THRU 13	1,184	6	.5	3	.3			2	.2	1,173	99.1
GS-14 THRU 15	238	1	.4	1	.4			2	.8	234	98.3
GS-16 THRU 18	11									11	100.0
TOTAL WAGE SYSTEMS.....	1,591	203	12.8	7	.4			13	.8	1,368	86.0
UP THRU $5,499	49	30	61.2	1	2.0					18	36.7
$ 5,500 THRU $ 6,999	546	139	25.5	3	.5			11	2.0	393	72.0
$ 7,000 THRU $ 7,999	615	21	3.4	3	.5			1	.2	590	95.9
$ 8,000 THRU $ 8,999	254	8	3.1					1	.4	245	96.5
$ 9,000 THRU $ 9,999	58	3	5.2							55	94.8
$10,000 THRU $13,999	67	2	3.0							65	97.0
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	10,296	906	8.8	40	.4	4				9,346	90.8
PFS- 1 THRU 5*	9,069	840	9.3	39	.4	3				8,187	90.3
PFS- 6 THRU 9	957	64	6.7	1	.1	1	.1			891	93.1
PFS-10 THRU 12	230	2	.9							228	99.1
PFS-13 THRU 16	39									39	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	184	5	2.7							179	97.3
UP THRU $6,499	65	4	6.2							61	93.8
$ 6,500 THRU $ 9,999	50									50	100.0
$10,000 THRU $13,999	36	1	2.8							35	97.2
$14,000 THRU $17,999	24									24	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER	5									5	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

CONNECTICUT

TABLE 3-9a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	17,878	1,340	7.5	30	.2	6		19	.1	16,483	92.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,078	343	5.6	4	.1	5	.1	9	.1	5,717	94.1
GS- 1 THRU 4	1,466	238	16.2			3	.2	2	.1	1,223	83.4
GS- 5 THRU 8	1,383	79	5.7	1	.1	2	.1			1,301	94.1
GS- 9 THRU 11	2,047	22	1.1	2	.1			5	.2	2,018	98.6
GS-12 THRU 13	980	3	.3	1	.1					976	99.6
GS-14 THRU 15	193	1	.5					2	1.0	190	98.4
GS-16 THRU 18	9									9	100.0
TOTAL WAGE SYSTEMS.....	1,410	227	16.1	4	.3			7	.5	1,172	83.1
UP THRU $5,499	362	181	50.0	3	.8			4	1.1	174	48.1
$ 5,500 THRU $ 6,999	708	43	6.1	1	.1			3	.4	661	93.4
$ 7,000 THRU $ 7,999	163	2	1.2							161	98.8
$ 8,000 THRU $ 8,999	147	1	.7							146	99.3
$ 9,000 THRU $ 9,999	17									17	100.0
$10,000 THRU $13,999	13									13	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	10,194	763	7.5	22	.2	1		3		9,405	92.3
PFS- 1 THRU 4*	9,084	725	8.0	21	.2	1		3		8,334	91.7
PFS- 5 THRU 8	848	38	4.5	1	.1					809	95.4
PFS- 9 THRU 11	216									216	100.0
PFS-12 THRU 15	45									45	100.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	196	7	3.6							189	96.4
UP THRU $6,499	102	5	4.9							97	95.1
$ 6,500 THRU $ 9,999	36	1	2.8							35	97.2
$10,000 THRU $13,999	43	1	2.3							42	97.7
$14,000 THRU $17,999	5									5	100.0
$18,000 AND OVER	10									10	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

403

1969 MINORITY GROUP STUDY TABLE 3-10

DELAWARE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,482	619	13.8	11	.2	1		10	.2	3,841	85.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,680	154	9.2	8	.5			10	.6	1,508	89.8
GS- 1 THRU 4	448	86	19.2	3	.7			1	.2	358	79.9
GS- 5 THRU 8	590	43	7.3	2	.3					545	92.4
GS- 9 THRU 11	420	17	4.0	1	.2			2	.5	400	95.2
GS-12 THRU 13	191	8	4.2					1	.5	182	95.3
GS-14 THRU 15	29			2	6.9			6	20.7	21	72.4
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	1,188	269	22.6	3	.3	1	.1			915	77.0
UP THRU $5,499	66	43	65.2							23	34.8
$ 5,500 THRU $ 6,999	182	101	55.5	1	.5					80	44.0
$ 7,000 THRU $ 7,999	237	73	30.8			1	.4			163	68.8
$ 8,000 THRU $ 8,999	422	34	8.1	2	.5					386	91.5
$ 9,000 THRU $ 9,999	164	13	7.9							151	92.1
$10,000 THRU $13,999	113	5	4.4							108	95.6
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,587	194	12.2							1,393	87.8
PFS- 1 THRU 5*	1,352	179	13.2							1,173	86.8
PFS- 6 THRU 9	192	15	7.8							177	92.2
PFS-10 THRU 12	37									37	100.0
PFS-13 THRU 16	6									6	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	27	2	7.4							25	92.6
UP THRU $6,499	14	2	14.3							12	85.7
$ 6,500 THRU $ 9,999	11									11	100.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-10a

DELAWARE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,057	579	14.3	13	.3	2		5	.1	3,458	85.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,416	157	11.1	7	.5	1	.1	4	.3	1,247	88.1
GS- 1 THRU 4	474	97	20.5	3	.6			1	.2	373	78.7
GS- 5 THRU 8	438	39	8.9	1	.2			1	.2	397	90.6
GS- 9 THRU 11	337	16	4.7			1	.3	1	.3	319	94.7
GS-12 THRU 13	138	5	3.6							133	96.4
GS-14 THRU 15	27			3	11.1			1	3.7	23	85.2
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	1,037	255	24.6	6	.6			1	.1	775	74.7
UP THRU $5,499	234	147	62.8					1	.4	86	36.8
$ 5,500 THRU $ 6,999	323	64	19.8	1	.3					258	79.9
$ 7,000 THRU $ 7,999	390	37	9.5	5	1.3					348	89.2
$ 8,000 THRU $ 8,999	41	2	4.9							39	95.1
$ 9,000 THRU $ 9,999	36	5	13.9							31	86.1
$10,000 THRU $13,999	13									13	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,574	167	10.6			1	.1			1,406	89.3
PFS- 1 THRU 4*	1,355	154	11.4			1	.1			1,200	88.6
PFS- 5 THRU 8	178	13	7.3							165	92.7
PFS- 9 THRU 11	32									32	100.0
PFS-12 THRU 15	9									9	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	30									30	100.0
UP THRU $6,499	20									20	100.0
$ 6,500 THRU $ 9,999	8									8	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	1									1	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-11

DISTRICT OF COLUMBIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	179,264	57,951	32.3	935	.5	310	.2	897	.5	119,171	66.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	137,434	34,571	25.2	787	.6	284	.2	816	.6	100,976	73.5
GS- 1 THRU 4	25,290	15,239	60.3	171	.7	51	.2	57	.2	9,772	38.6
GS- 5 THRU 8	41,069	14,673	35.7	237	.6	114	.3	174	.4	25,871	63.0
GS- 9 THRU 11	21,320	2,856	13.4	132	.6	45	.2	282	1.3	18,005	84.5
GS-12 THRU 13	26,301	1,273	4.8	164	.6	33	.1	216	.8	24,615	93.6
GS-14 THRU 15	20,679	485	2.3	73	.4	36	.2	80	.4	20,005	96.7
GS-16 THRU 18	2,775	45	1.6	10	.4	5	.2	7	.3	2,708	97.6
TOTAL WAGE SYSTEMS.....	22,918	13,732	59.9	64	.3	14	.1	28	.1	9,080	39.6
UP THRU $5,499	2,618	2,433	92.9	5	.2			1		179	6.8
$ 5,500 THRU $ 6,999	7,533	6,541	86.8	14	.2	2		8	.1	968	12.9
$ 7,000 THRU $ 7,999	3,327	2,431	73.1	11	.3	2	.1	6	.2	877	26.4
$ 8,000 THRU $ 8,999	3,006	1,357	45.1	12	.4	4	.1	3	.1	1,630	54.2
$ 9,000 THRU $ 9,999	1,387	445	32.1	8	.6	3	.2	1	.1	930	67.1
$10,000 THRU $13,999	4,913	511	10.4	14	.3	3	.1	9	.2	4,376	89.1
$14,000 THRU $17,999	127	11	8.7							116	91.3
$18,000 AND OVER	7	3	42.9							4	57.1
TOTAL POSTAL FIELD SERVICE.....	11,424	8,996	78.7	25	.2	2		15	.1	2,386	20.9
PFS- 1 THRU 5*	9,480	8,017	84.6	22	.2	2		12	.1	1,427	15.1
PFS- 6 THRU 9	1,558	934	59.9	3	.2			3	.2	618	39.7
PFS-10 THRU 12	179	31	17.3							148	82.7
PFS-13 THRU 16	182	13	7.1							169	92.9
PFS-17 THRU 19	23	1	4.3							22	95.7
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	7,488	652	8.7	59	.8	10	.1	38	.5	6,729	89.9
UP THRU $6,499	525	157	29.9	1	.2			2	.4	365	69.5
$ 6,500 THRU $ 9,999	1,545	297	19.2	24	1.6	4	.3	9	.6	1,211	78.4
$10,000 THRU $13,999	1,347	89	6.6	11	.8	3	.2	7	.5	1,237	91.8
$14,000 THRU $17,999	962	40	4.2	7	.7			7	.7	908	94.4
$18,000 THRU $25,999	1,432	36	2.5	9	.6			9	.6	1,378	96.2
$26,000 AND OVER	1,677	33	2.0	7	.4	3	.2	4	.2	1,630	97.2

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-11a

DISTRICT OF COLUMBIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	187,669	57,314	30.5	730	.4	245	.1	742	.4	128,638	68.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	143,902	32,450	22.6	601	.4	218	.2	657	.5	109,976	76.4
GS- 1 THRU 4	30,380	16,597	54.6	138	.5	59	.2	64	.2	13,522	44.5
GS- 5 THRU 8	42,677	12,358	29.0	166	.4	78	.2	155	.4	29,920	70.1
GS- 9 THRU 11	21,400	2,165	10.1	135	.6	37	.2	225	1.1	18,838	88.0
GS-12 THRU 13	26,507	969	3.7	120	.5	25	.1	151	.6	25,242	95.2
GS-14 THRU 15	19,775	310	1.6	36	.2	16	.1	60	.3	19,353	97.9
GS-16 THRU 18	3,163	51	1.6	6	.2	3	.1	2	.1	3,101	98.0
TOTAL WAGE SYSTEMS.....	23,679	14,537	61.4	64	.3	10		26	.1	9,042	38.2
UP THRU $5,499	6,856	6,254	91.2	12	.2	3		8	.1	579	8.4
$ 5,500 THRU $ 6,999	7,267	6,161	84.8	21	.3	2		9	.1	1,074	14.8
$ 7,000 THRU $ 7,999	3,500	1,473	42.1	14	.4	3	.1	3	.1	2,007	57.3
$ 8,000 THRU $ 8,999	1,725	384	22.3	1	.1			3	.2	1,337	77.5
$ 9,000 THRU $ 9,999	3,186	233	7.3	8	.3	2	.1	1		2,942	92.3
$10,000 THRU $13,999	1,113	32	2.9	8	.7			2	.2	1,071	96.2
$14,000 THRU $17,999	29									29	100.0
$18,000 AND OVER	3									3	100.0
TOTAL POSTAL FIELD SERVICE.....	12,303	9,696	78.8	20	.2	3		19	.2	2,565	20.8
PFS- 1 THRU 4*	10,545	8,876	84.2	18	.2	3		17	.2	1,631	15.5
PFS- 5 THRU 8	1,472	789	53.6	2	.1			2	.1	679	46.1
PFS- 9 THRU 11	141	23	16.3							118	83.7
PFS-12 THRU 15	126	8	6.3							118	93.7
PFS-16 THRU 18	17									17	100.0
PFS-19 THRU 20	2									2	100.0
TOTAL OTHER PAY SYSTEMS	7,785	631	8.1	45	.6	14	.2	40	.5	7,055	90.6
UP THRU $6,499	1,061	285	26.9	5	.5	10	.9	12	1.1	749	70.6
$ 6,500 THRU $ 9,999	1,998	218	10.9	16	.8	1	.1	11	.6	1,752	87.7
$10,000 THRU $13,999	1,202	56	4.7	8	.7	1	.1	8	.7	1,129	93.9
$14,000 THRU $17,999	1,425	37	2.6	7	.5			6	.4	1,375	96.5
$18,000 AND OVER	2,099	35	1.7	9	.4	2	.1	3	.1	2,050	97.7
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

FLORIDA

TABLE 3-12

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	67,503	5,661	8.4	1,228	1.8	116	.2	67	.1	60,431	89.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	31,100	934	3.0	503	1.6	49	.2	37	.1	29,577	95.1
GS- 1 THRU 4	7,614	607	8.0	191	2.5	19	.2	10	.1	6,787	89.1
GS- 5 THRU 8	8,089	202	2.5	135	1.7	14	.2	6	.1	7,732	95.6
GS- 9 THRU 11	8,126	108	1.3	100	1.2	11	.1	8	.1	7,899	97.2
GS-12 THRU 13	5,836	17	.3	46	.8	4	.1	10	.2	5,759	98.7
GS-14 THRU 15	1,391			31	2.2	1	.1	3	.2	1,356	97.5
GS-16 THRU 18	44									44	100.0
TOTAL WAGE SYSTEMS.....	16,803	2,879	17.1	239	1.4	44	.3	22	.1	13,619	81.1
UP THRU $5,499	1,636	899	55.0	32	2.0	7	.4	2	.1	696	42.5
$ 5,500 THRU $ 6,999	3,867	1,203	31.1	62	1.6	9	.2	6	.2	2,587	66.9
$ 7,000 THRU $ 7,999	4,806	526	10.9	87	1.8	19	.4	12	.2	4,162	86.6
$ 8,000 THRU $ 8,999	3,892	218	5.6	30	.8	5	.1			3,639	93.5
$ 9,000 THRU $ 9,999	1,223	23	1.9	15	1.2	3	.2			1,182	96.6
$10,000 THRU $13,999	1,318	10	.8	13	1.0	1	.1	2	.2	1,292	98.0
$14,000 THRU $17,999	53									53	100.0
$18,000 AND OVER	8									8	100.0
TOTAL POSTAL FIELD SERVICE.....	19,160	1,819	9.5	473	2.5	21	.1	8		16,839	87.9
PFS- 1 THRU 5*	16,243	1,698	10.5	421	2.6	18	.1	8		14,098	86.8
PFS- 6 THRU 9	2,422	117	4.8	40	1.7	2	.1			2,263	93.4
PFS-10 THRU 12	421	4	1.0	11	2.6	1	.2			405	96.2
PFS-13 THRU 16	71									71	100.0
PFS-17 THRU 19	3			1	33.3					2	66.7
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	440	29	6.6	13	3.0	2	.5			396	90.0
UP THRU $6,499	214	23	10.7	4	1.9	2	.9			185	86.4
$ 6,500 THRU $ 9,999	116	5	4.3	6	5.2					105	90.5
$10,000 THRU $13,999	37			2	5.4					35	94.6
$14,000 THRU $17,999	19			1	5.3					18	94.7
$18,000 THRU $25,999	21	1	4.8							20	95.2
$26,000 AND OVER	33									33	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-12a

FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	64,749	5,247	8.1	1,172	1.8	59	.1	69	.1	58,202	89.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	29,378	694	2.4	456	1.6	23	.1	40	.1	28,165	95.9
GS- 1 THRU 4	8,145	478	5.9	213	2.6	6	.1	9	.1	7,439	91.3
GS- 5 THRU 8	7,423	140	1.9	114	1.5	11	.1	6	.1	7,152	96.3
GS- 9 THRU 11	7,433	71	1.0	74	1.0	5	.1	6	.1	7,277	97.9
GS-12 THRU 13	5,139	5	.1	31	.6			15	.3	5,088	99.0
GS-14 THRU 15	1,189			24	2.0	1	.1	4	.3	1,160	97.6
GS-16 THRU 18	49									49	100.0
TOTAL WAGE SYSTEMS.....	16,993	2,911	17.1	290	1.7	28	.2	14	.1	13,750	80.9
UP THRU $5,499	3,780	1,579	41.8	85	2.2	10	.3	8	.2	2,098	55.5
$ 5,500 THRU $ 6,999	7,052	1,100	15.6	102	1.4	14	.2	3		5,833	82.7
$ 7,000 THRU $ 7,999	4,010	210	5.2	80	2.0	3	.1	2		3,715	92.6
$ 8,000 THRU $ 8,999	1,293	19	1.5	19	1.5	1	.1	1	.1	1,253	96.9
$ 9,000 THRU $ 9,999	627	3	.5	1	.2					623	99.4
$10,000 THRU $13,999	220			3	1.4					217	98.6
$14,000 THRU $17,999	11									11	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	17,653	1,534	8.7	421	2.4	7		9	.1	15,682	88.8
PFS- 1 THRU 4*	15,062	1,444	9.6	367	2.4	7		9	.1	13,235	87.9
PFS- 5 THRU 8	2,100	86	4.1	46	2.2					1,968	93.7
PFS- 9 THRU 11	397	4	1.0	7	1.8					386	97.2
PFS-12 THRU 15	91									91	100.0
PFS-16 THRU 18	3			1	33.3					2	66.7
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	725	108	14.9	5	.7	1	.1	6	.8	605	83.4
UP THRU $6,499	493	104	21.1	4	.8	1	.2	4	.8	380	77.1
$ 6,500 THRU $ 9,999	118	2	1.7					2	1.7	114	96.6
$10,000 THRU $13,999	61	1	1.6	1	1.6					59	96.7
$14,000 THRU $17,999	18	1	5.6							17	94.4
$18,000 AND OVER	35									35	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

GEORGIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	74,072	13,159	17.8	159	.2	28		45	.1	60,681	81.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	39,785	2,604	6.5	100	.3	19		35	.1	37,027	93.1
GS- 1 THRU 4	11,608	1,717	14.8	24	.2	2		12	.1	9,853	84.9
GS- 5 THRU 8	12,210	584	4.8	21	.2	6		6		11,593	94.9
GS- 9 THRU 11	9,417	204	2.2	31	.3	6	.1	10	.1	9,166	97.3
GS-12 THRU 13	5,259	75	1.4	9	.2	3	.1	6	.1	5,166	98.2
GS-14 THRU 15	1,241	22	1.8	15	1.2	2	.2	1	.1	1,201	96.8
GS-16 THRU 18	50	2	4.0							48	96.0
TOTAL WAGE SYSTEMS.....	20,102	6,213	30.9	33	.2	2		6		13,848	68.9
UP THRU $5,499	2,845	1,949	68.5	3	.1					893	31.4
$ 5,500 THRU $ 6,999	6,662	3,164	47.5	21	.3			3		3,474	52.1
$ 7,000 THRU $ 7,999	5,650	862	15.3	6	.1			2		4,780	84.6
$ 8,000 THRU $ 8,999	2,847	189	6.6	2	.1			1		2,655	93.3
$ 9,000 THRU $ 9,999	1,139	39	3.4			1	.1			1,099	96.5
$10,000 THRU $13,999	918	9	1.0	1	.1	1	.1			907	98.8
$14,000 THRU $17,999	36	1	2.8							35	97.2
$18,000 AND OVER	5									5	100.0
TOTAL POSTAL FIELD SERVICE.....	13,541	4,296	31.7	25	.2	3		3		9,214	68.0
PFS- 1 THRU 5*	10,941	3,952	36.1	23	.2	2		2		6,962	63.6
PFS- 6 THRU 9	1,918	319	16.6	1	.1			1	.1	1,597	83.3
PFS-10 THRU 12	401	21	5.2	1	.2					379	94.5
PFS-13 THRU 16	248	4	1.6			1	.4			243	98.0
PFS-17 THRU 19	30									30	100.0
PFS-20 THRU 21	3									3	100.0
TOTAL OTHER PAY SYSTEMS	644	46	7.1	1	.2	4	.6	1	.2	592	91.9
UP THRU $6,499	183	28	15.3							155	84.7
$ 6,500 THRU $ 9,999	285	17	6.0			3	1.1	1	.4	264	92.6
$10,000 THRU $13,999	70	1	1.4	1	1.4					68	97.1
$14,000 THRU $17,999	85					1	1.2			84	98.8
$18,000 THRU $25,999	18									18	100.0
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-13a

GEORGIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	74,616	12,879	17.3	119	.2	22		40	.1	61,556	82.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	39,228	2,321	5.9	78	.2	12		32	.1	36,785	93.8
GS- 1 THRU 4	13,780	1,683	12.2	23	.2	2		11	.1	12,061	87.5
GS- 5 THRU 8	11,650	470	4.0	16	.1	3		8	.1	11,153	95.7
GS- 9 THRU 11	8,373	111	1.3	18	.2	3		6	.1	8,235	98.4
GS-12 THRU 13	4,420	38	.9	15	.3	3	.1	6	.1	4,358	98.6
GS-14 THRU 15	953	18	1.9	6	.6	1	.1	1	.1	927	97.3
GS-16 THRU 18	52	1	1.9							51	98.1
TOTAL WAGE SYSTEMS.....	21,744	7,142	32.8	29	.1	6		3		14,564	67.0
UP THRU $5,499	10,005	5,608	56.1	17	.2	3		2		4,375	43.7
$ 5,500 THRU $ 6,999	7,952	1,441	18.1	9	.1	2				6,500	81.7
$ 7,000 THRU $ 7,999	2,727	87	3.2	2	.1			1		2,637	96.7
$ 8,000 THRU $ 8,999	695	6	.9	1	.1	1	.1			687	98.8
$ 9,000 THRU $ 9,999	249									249	100.0
$10,000 THRU $13,999	114									114	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	12,960	3,349	25.8	11	.1	4		4		9,592	74.0
PFS- 1 THRU 4*	10,628	3,150	29.6	10	.1	3		3		7,462	70.2
PFS- 5 THRU 8	1,757	184	10.5	1	.1			1	.1	1,571	89.4
PFS- 9 THRU 11	394	15	3.8							379	96.2
PFS-12 THRU 15	156					1	.6			155	99.4
PFS-16 THRU 18	22									22	100.0
PFS-19 THRU 20	3									3	100.0
TOTAL OTHER PAY SYSTEMS	684	67	9.8	1	.1			1	.1	615	89.9
UP THRU $6,499	340	64	18.8	1	.3					275	80.9
$ 6,500 THRU $ 9,999	87	3	3.4							84	96.6
$10,000 THRU $13,999	124							1	.8	123	99.2
$14,000 THRU $17,999	51									51	100.0
$18,000 AND OVER	82									82	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-14

IDAHO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,339	29	.4	36	.5	113	1.5	20	.3	7,141	97.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,361	22	.5	18	.4	75	1.7	9	.2	4,237	97.2
GS- 1 THRU 4	737	8	1.1	8	1.1	26	3.5	4	.5	691	93.8
GS- 5 THRU 8	1,387	8	.6	8	.6	26	1.9	3	.2	1,342	96.8
GS- 9 THRU 11	1,469	6	.4	2	.1	18	1.2	2	.1	1,441	98.1
GS-12 THRU 13	643					4	.6			639	99.4
GS-14 THRU 15	118					1	.8			117	99.2
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....	990	6	.6	9	.9	35	3.5	3	.3	937	94.6
UP THRU $5,499	57	2	3.5	1	1.8	8	14.0			46	80.7
$ 5,500 THRU $ 6,999	249	4	1.6	3	1.2	12	4.8	1	.4	229	92.0
$ 7,000 THRU $ 7,999	305			4	1.3	12	3.9	2	.7	287	94.1
$ 8,000 THRU $ 8,999	210					1	.5			209	99.5
$ 9,000 THRU $ 9,999	108					1	.9			107	99.1
$10,000 THRU $13,999	61			1	1.6	1	1.6			59	96.7
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,888	1	.1	7	.4	3	.2	8	.4	1,869	99.0
PFS- 1 THRU 5*	1,547	1	.1	5	.3	2	.1	6	.4	1,533	99.1
PFS- 6 THRU 9	283			2	.7	1	.4	1	.4	279	98.6
PFS-10 THRU 12	50							1	2.0	49	98.0
PFS-13 THRU 16	8									8	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	100			2	2.0					98	98.0
UP THRU $6,499	53			2	3.8					51	96.2
$ 6,500 THRU $ 9,999	29									29	100.0
$10,000 THRU $13,999	15									15	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

IDAHO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,273	38	.5	33	.5	127	1.7	20	.3	7,055	97.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,231	25	.6	11	.3	75	1.8	10	.2	4,110	97.1
GS- 1 THRU 4	884	12	1.4	3	.3	25	2.8	5	.6	839	94.9
GS- 5 THRU 8	1,305	9	.7	5	.4	32	2.5	2	.2	1,257	96.3
GS- 9 THRU 11	1,369	3	.2	3	.2	13	.9	3	.2	1,347	98.4
GS-12 THRU 13	564	1	.2			4	.7			559	99.1
GS-14 THRU 15	101					1	1.0			100	99.0
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	1,032	11	1.1	2	.2	48	4.7	2	.2	969	93.9
UP THRU $5,499	400	9	2.3	2	.5	14	3.5	1	.3	374	93.5
$ 5,500 THRU $ 6,999	406	2	.5			28	6.9	1	.2	375	92.4
$ 7,000 THRU $ 7,999	115					4	3.5			111	96.5
$ 8,000 THRU $ 8,999	73					1	1.4			72	98.6
$ 9,000 THRU $ 9,999	24					1	4.2			23	95.8
$10,000 THRU $13,999	14									14	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,915	2	.1	18	.9	4	.2	8	.4	1,883	98.3
PFS- 1 THRU 4*	1,578	2	.1	16	1.0	3	.2	6	.4	1,551	98.3
PFS- 5 THRU 8	280			1	.4	1	.4	1	.4	277	98.9
PFS- 9 THRU 11	50			1	2.0			1	2.0	48	96.0
PFS-12 THRU 15	7									7	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	95			2	2.1					93	97.9
UP THRU $6,499	72			2	2.8					70	97.2
$ 6,500 THRU $ 9,999	16									16	100.0
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	2									2	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

397-650 O - 70 - 29

1969 MINORITY GROUP STUDY

TABLE 3-15

ILLINOIS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	107,356	31,817	29.6	820	.8	89	.1	411	.4	74,219	69.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	45,202	7,698	17.0	288	.6	40	.1	256	.6	36,920	81.7
GS- 1 THRU 4	12,143	4,045	33.3	111	.9	11	.1	23	.2	7,953	65.5
GS- 5 THRU 8	13,007	2,509	19.3	79	.6	13	.1	56	.4	10,350	79.6
GS- 9 THRU 11	10,854	803	7.4	54	.5	7	.1	113	1.0	9,877	91.0
GS-12 THRU 13	7,459	288	3.9	30	.4	6	.1	51	.7	7,084	95.0
GS-14 THRU 15	1,671	52	3.1	14	.8	2	.1	13	.8	1,590	95.2
GS-16 THRU 18	68	1	1.5			1	1.5			66	97.1
TOTAL WAGE SYSTEMS.....	13,371	3,311	24.8	169	1.3	5		16	.1	9,870	73.8
UP THRU $5,499	719	229	31.8	30	4.2			1	.1	459	63.8
$ 5,500 THRU $ 6,999	3,649	1,898	52.0	64	1.8	1		3	.1	1,683	46.1
$ 7,000 THRU $ 7,999	2,338	599	25.6	32	1.4			1		1,706	73.0
$ 8,000 THRU $ 8,999	2,923	374	12.8	17	.6	2	.1	6	.2	2,524	86.3
$ 9,000 THRU $ 9,999	2,539	168	6.6	22	.9	2	.1	2	.1	2,345	92.4
$10,000 THRU $13,999	1,166	43	3.7	4	.3			3	.3	1,116	95.7
$14,000 THRU $17,999	36									36	100.0
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	48,155	20,683	43.0	356	.7	43	.1	138	.3	26,935	55.9
PFS- 1 THRU 5*	42,115	18,981	45.1	328	.8	39	.1	127	.3	22,640	53.8
PFS- 6 THRU 9	4,812	1,564	32.5	27	.6	3	.1	11	.2	3,207	66.6
PFS-10 THRU 12	884	106	12.0	1	.1	1	.1			776	87.8
PFS-13 THRU 16	312	28	9.0							284	91.0
PFS-17 THRU 19	28	3	10.7							25	89.3
PFS-20 THRU 21	4	1	25.0							3	75.0
TOTAL OTHER PAY SYSTEMS	628	125	19.9	7	1.1	1	.2	1	.2	494	78.7
UP THRU $6,499	345	103	29.9	3	.9					239	69.3
$ 6,500 THRU $ 9,999	155	19	12.3	4	2.6	1	.6	1	.6	130	83.9
$10,000 THRU $13,999	77	2	2.6							75	97.4
$14,000 THRU $17,999	22	1	4.5							21	95.5
$18,000 THRU $25,999	17									17	100.0
$26,000 AND OVER	12									12	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-15a

ILLINOIS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	108,717	32,825	30.2	752	.7	77	.1	322	.3	74,741	68.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	46,370	8,066	17.4	216	.5	44	.1	167	.4	37,877	81.7
GS- 1 THRU 4	15,549	5,122	32.9	109	.7	19	.1	27	.2	10,272	66.1
GS- 5 THRU 8	12,145	2,024	16.7	50	.4	11	.1	42	.3	10,018	82.5
GS- 9 THRU 11	10,452	668	6.4	37	.4	5		56	.5	9,686	92.7
GS-12 THRU 13	6,731	210	3.1	14	.2	8	.1	34	.5	6,465	96.0
GS-14 THRU 15	1,418	41	2.9	6	.4	1	.1	8	.6	1,362	96.1
GS-16 THRU 18	75	1	1.3							74	98.7
TOTAL WAGE SYSTEMS.....	14,307	3,547	24.8	178	1.2	5		15	.1	10,562	73.8
UP THRU $5,499	2,919	1,634	56.0	71	2.4	2	.1	2	.1	1,210	41.5
$ 5,500 THRU $ 6,999	5,410	1,340	24.8	74	1.4	1		5	.1	3,990	73.8
$ 7,000 THRU $ 7,999	3,548	404	11.4	26	.7	2	.1	5	.1	3,111	87.7
$ 8,000 THRU $ 8,999	1,568	147	9.4	6	.4			3	.2	1,412	90.1
$ 9,000 THRU $ 9,999	535	17	3.2	1	.2					517	96.6
$10,000 THRU $13,999	325	5	1.5							320	98.5
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	47,364	21,068	44.5	353	.7	27	.1	137	.3	25,779	54.4
PFS- 1 THRU 4*	42,049	19,895	47.3	331	.8	15		130	.3	21,678	51.6
PFS- 5 THRU 8	4,241	1,080	25.5	21	.5	12	.3	7	.2	3,121	73.6
PFS- 9 THRU 11	801	68	8.5	1	.1					732	91.4
PFS-12 THRU 15	246	22	8.9							224	91.1
PFS-16 THRU 18	24	2	8.3							22	91.7
PFS-19 THRU 20	3	1	33.3							2	66.7
TOTAL OTHER PAY SYSTEMS	676	144	21.3	5	.7	1	.1	3	.4	523	77.4
UP THRU $6,499	483	138	28.6	5	1.0	1	.2	3	.6	336	69.6
$ 6,500 THRU $ 9,999	118	4	3.4							114	96.6
$10,000 THRU $13,999	35	2	5.7							33	94.3
$14,000 THRU $17,999	11									11	100.0
$18,000 AND OVER	29									29	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-16

INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	41,521	5,619	13.5	64	.2	7		29	.1	35,802	86.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	17,506	2,470	14.1	24	.1	4		22	.1	14,986	85.6
GS- 1 THRU 4	6,683	1,586	23.7	5	.1	3		5	.1	5,084	76.1
GS- 5 THRU 8	4,745	692	14.6	12	.3			3	.1	4,038	85.1
GS- 9 THRU 11	4,001	162	4.0	3	.1	1		6	.1	3,829	95.7
GS-12 THRU 13	1,785	27	1.5	2	.1			6	.3	1,750	98.0
GS-14 THRU 15	282	3	1.1	2	.7			2	.7	275	97.5
GS-16 THRU 18	10									10	100.0
TOTAL WAGE SYSTEMS.....	9,156	751	8.2	10	.1	2		5	.1	8,388	91.6
UP THRU $5,499	108	14	13.0							94	87.0
$ 5,500 THRU $ 6,999	3,425	419	12.2	1		2	.1	2	.1	3,001	87.6
$ 7,000 THRU $ 7,999	2,282	189	8.3	3	.1			2	.1	2,088	91.5
$ 8,000 THRU $ 8,999	1,367	84	6.1	2	.1			1	.1	1,280	93.6
$ 9,000 THRU $ 9,999	1,265	37	2.9	4	.3					1,224	96.8
$10,000 THRU $13,999	691	8	1.2							683	98.8
$14,000 THRU $17,999	18									18	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	14,613	2,381	16.3	30	.2	1		2		12,199	83.5
PFS- 1 THRU 5*	12,419	2,169	17.5	29	.2	1		2		10,218	82.3
PFS- 6 THRU 9	1,788	202	11.3	1	.1					1,585	88.6
PFS-10 THRU 12	357	8	2.2							349	97.8
PFS-13 THRU 16	48	2	4.2							46	95.8
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	246	17	6.9							229	93.1
UP THRU $6,499	155	15	9.7							140	90.3
$ 6,500 THRU $ 9,999	60	2	3.3							58	96.7
$10,000 THRU $13,999	15									15	100.0
$14,000 THRU $17,999	7									7	100.0
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	4									4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-16a

INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	39,836	5,803	14.6	48	.1	5		37	.1	33,943	85.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	16,694	2,720	16.3	24	.1	4		27	.2	13,919	83.4
GS- 1 THRU 4	7,474	1,906	25.5	8	.1	3		10	.1	5,547	74.2
GS- 5 THRU 8	4,181	673	16.1	6	.1	1		5	.1	3,496	83.6
GS- 9 THRU 11	3,321	121	3.6	6	.2			5	.2	3,189	96.0
GS-12 THRU 13	1,495	17	1.1	1	.1			3	.2	1,474	98.6
GS-14 THRU 15	211	3	1.4	3	1.4			4	1.9	201	95.3
GS-16 THRU 18	12									12	100.0
TOTAL WAGE SYSTEMS.....	8,150	796	9.8	6	.1			5	.1	7,343	90.1
UP THRU $5,499	1,665	343	20.6	2	.1			3	.2	1,317	79.1
$ 5,500 THRU $ 6,999	3,733	366	9.8	2	.1			2	.1	3,363	90.1
$ 7,000 THRU $ 7,999	1,407	65	4.6	1	.1					1,341	95.3
$ 8,000 THRU $ 8,999	990	21	2.1	1	.1					968	97.8
$ 9,000 THRU $ 9,999	184	1	.5							183	99.5
$10,000 THRU $13,999	168									168	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	14,690	2,268	15.4	18	.1	1		5		12,398	84.4
PFS- 1 THRU 4*	12,805	2,156	16.8	18	.1	1		5		10,625	83.0
PFS- 5 THRU 8	1,486	104	7.0							1,382	93.0
PFS- 9 THRU 11	328	6	1.8							322	98.2
PFS-12 THRU 15	70	2	2.9							68	97.1
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	302	19	6.3							283	93.7
UP THRU $6,499	246	19	7.7							227	92.3
$ 6,500 THRU $ 9,999	26									26	100.0
$10,000 THRU $13,999	20									20	100.0
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER	6									6	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 3-17

IOWA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	16,386	369	2.3	50	.3	5		19	.1	15,943	97.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,753	120	2.1	17	.3	1		18	.3	5,597	97.3
GS- 1 THRU 4	1,336	62	4.6	2	.1	1	.1			1,271	95.1
GS- 5 THRU 8	2,040	33	1.6	8	.4			1		1,998	97.9
GS- 9 THRU 11	1,513	16	1.1	4	.3			11	.7	1,482	98.0
GS-12 THRU 13	685	7	1.0					4	.6	674	98.4
GS-14 THRU 15	175	1	.6	3	1.7			2	1.1	169	96.6
GS-16 THRU 18	4	1	25.0							3	75.0
TOTAL WAGE SYSTEMS.....	1,280	56	4.4	3	.2	3	.2			1,218	95.2
UP THRU $5,499	39	8	20.5							31	79.5
$ 5,500 THRU $ 6,999	505	32	6.3			2	.4			471	93.3
$ 7,000 THRU $ 7,999	244	10	4.1	1	.4					233	95.5
$ 8,000 THRU $ 8,999	270	4	1.5			1	.4			265	98.1
$ 9,000 THRU $ 9,999	152	2	1.3	1	.7					149	98.0
$10,000 THRU $13,999	69			1	1.4					68	98.6
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	9,202	192	2.1	30	.3	1		1		8,978	97.6
PFS- 1 THRU 5*	7,677	165	2.1	28	.4	1		1		7,482	97.5
PFS- 6 THRU 9	1,290	25	1.9	2	.2					1,263	97.9
PFS-10 THRU 12	212	1	.5							211	99.5
PFS-13 THRU 16	22	1	4.5							21	95.5
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	151	1	.7							150	99.3
UP THRU $6,499	86	1	1.2							85	98.8
$ 6,500 THRU $ 9,999	45									45	100.0
$10,000 THRU $13,999	13									13	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-17a

IOWA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	16,321	378	2.3	30	.2	5		15	.1	15,893	97.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,511	120	2.2	6	.1	1		13	.2	5,371	97.5
GS- 1 THRU 4	1,603	70	4.4	3	.2					1,530	95.4
GS- 5 THRU 8	1,663	25	1.5	1	.1					1,637	98.4
GS- 9 THRU 11	1,508	13	.9	1	.1	1	.1	7	.5	1,486	98.5
GS-12 THRU 13	585	10	1.7	1	.2			3	.5	571	97.6
GS-14 THRU 15	145	1	.7					3	2.1	141	97.2
GS-16 THRU 18	7	1	14.3							6	85.7
TOTAL WAGE SYSTEMS.....	1,154	62	5.4	2	.2	2	.2	1	.1	1,087	94.2
UP THRU $5,499	533	40	7.5			2	.4	1	.2	490	91.9
$ 5,500 THRU $ 6,999	377	17	4.5							360	95.5
$ 7,000 THRU $ 7,999	172	4	2.3							168	97.7
$ 8,000 THRU $ 8,999	54	1	1.9	1	1.9					52	96.3
$ 9,000 THRU $ 9,999	17			1	5.9					16	94.1
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	9,498	195	2.1	22	.2	2		1		9,278	97.7
PFS- 1 THRU 4*	7,867	175	2.2	22	.3	2		1		7,667	97.5
PFS- 5 THRU 8	1,358	18	1.3							1,340	98.7
PFS- 9 THRU 11	236	2	.8							234	99.2
PFS-12 THRU 15	36									36	100.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	158	1	.6							157	99.4
UP THRU $6,499	129	1	.8							128	99.2
$ 6,500 THRU $ 9,999	19									19	100.0
$10,000 THRU $13,999	5									5	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER	3									3	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-18

KANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21,279	1,552	7.3	219	1.0	166	.8	48	.2	19,294	90.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,793	658	6.7	89	.9	110	1.1	26	.3	8,910	91.0
GS- 1 THRU 4	3,023	399	13.2	35	1.2	46	1.5	11	.4	2,532	83.8
GS- 5 THRU 8	3,246	192	5.9	27	.8	30	.9	5	.2	2,992	92.2
GS- 9 THRU 11	2,365	63	2.7	10	.4	31	1.3	6	.3	2,255	95.3
GS-12 THRU 13	984	4	.4	5	.5	3	.3			972	98.8
GS-14 THRU 15	170			12	7.1			4	2.4	154	90.6
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....	3,191	471	14.8	35	1.1	38	1.2	18	.6	2,629	82.4
UP THRU $5,499	279	87	31.2	3	1.1	8	2.9	3	1.1	178	63.8
$ 5,500 THRU $ 6,999	1,011	263	26.0	13	1.3	15	1.5	12	1.2	708	70.0
$ 7,000 THRU $ 7,999	1,066	91	8.5	11	1.0	12	1.1	2	.2	950	89.1
$ 8,000 THRU $ 8,999	452	21	4.6	3	.7	1	.2	1	.2	426	94.2
$ 9,000 THRU $ 9,999	183	5	2.7	4	2.2	1	.5			173	94.5
$10,000 THRU $13,999	200	4	2.0	1	.5	1	.5			194	97.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	8,122	423	5.2	95	1.2	18	.2	3		7,583	93.4
PFS- 1 THRU 5*	6,565	375	5.7	88	1.3	15	.2	3		6,084	92.7
PFS- 6 THRU 9	1,165	41	3.5	7	.6	3	.3			1,114	95.6
PFS-10 THRU 12	240	5	2.1							235	97.9
PFS-13 THRU 16	134	2	1.5							132	98.5
PFS-17 THRU 19	16									16	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	173							1	.6	172	99.4
UP THRU $6,499	100									100	100.0
$ 6,500 THRU $ 9,999	39									39	100.0
$10,000 THRU $13,999	14									14	100.0
$14,000 THRU $17,999	13							1	7.7	12	92.3
$18,000 THRU $25,999	6									6	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-18a

KANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	20,536	1,445	7.0	199	1.0	154	.7	30	.1	18,708	91.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,171	590	6.4	86	.9	101	1.1	16	.2	8,378	91.4
GS- 1 THRU 4	3,396	415	12.2	43	1.3	49	1.4	11	.3	2,878	84.7
GS- 5 THRU 8	2,655	122	4.6	21	.8	26	1.0	1		2,485	93.6
GS- 9 THRU 11	2,138	48	2.2	4	.2	19	.9	2	.1	2,065	96.6
GS-12 THRU 13	822	5	.6	5	.6	3	.4			809	98.4
GS-14 THRU 15	154			13	8.4	4	2.6	2	1.3	135	87.7
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	3,222	493	15.3	33	1.0	40	1.2	11	.3	2,645	82.1
UP THRU $5,499	1,248	371	29.7	14	1.1	17	1.4	9	.7	837	67.1
$ 5,500 THRU $ 6,999	1,237	96	7.8	13	1.1	20	1.6	2	.2	1,106	89.4
$ 7,000 THRU $ 7,999	455	21	4.6	4	.9	2	.4			428	94.1
$ 8,000 THRU $ 8,999	221	4	1.8	2	.9	1	.5			214	96.8
$ 9,000 THRU $ 9,999	55	1	1.8							54	98.2
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	7,954	360	4.5	80	1.0	13	.2	2		7,499	94.3
PFS- 1 THRU 4*	6,520	323	5.0	75	1.2	11	.2	2		6,109	93.7
PFS- 5 THRU 8	1,099	32	2.9	5	.5	2	.2			1,060	96.5
PFS- 9 THRU 11	224	4	1.8							220	98.2
PFS-12 THRU 15	94	1	1.1							93	98.9
PFS-16 THRU 18	16									16	100.0
PFS-19 THRU 20	1									1	100.0
TOTAL OTHER PAY SYSTEMS	189	2	1.1					1	.5	186	98.4
UP THRU $6,499	118	1	.8							117	99.2
$ 6,500 THRU $ 9,999	22									22	100.0
$10,000 THRU $13,999	30									30	100.0
$14,000 THRU $17,999	13	1	7.7							12	92.3
$18,000 AND OVER	6							1	16.7	5	83.3
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-19

KENTUCKY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	34,518	3,388	9.8	44	.1	7		24	.1	31,055	90.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,796	1,025	7.4	25	.2			20	.1	12,726	92.2
GS- 1 THRU 4	4,493	570	12.7	11	.2			5	.1	3,907	87.0
GS- 5 THRU 8	4,479	360	8.0	5	.1			5	.1	4,109	91.7
GS- 9 THRU 11	3,309	85	2.6	6	.2			6	.2	3,212	97.1
GS-12 THRU 13	1,299	8	.6	1	.1			1	.1	1,289	99.2
GS-14 THRU 15	211	2	.9	2	.9			3	1.4	204	96.7
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....	11,781	1,535	13.0	16	.1	3		2		10,225	86.8
UP THRU $5,499	1,158	377	32.6	1	.1			1	.1	779	67.3
$ 5,500 THRU $ 6,999	3,514	758	21.6	5	.1	1				2,750	78.3
$ 7,000 THRU $ 7,999	2,772	283	10.2	3	.1	1				2,485	89.6
$ 8,000 THRU $ 8,999	2,325	89	3.8	7	.3			1		2,228	95.8
$ 9,000 THRU $ 9,999	764	16	2.1							748	97.9
$10,000 THRU $13,999	1,228	11	.9			1	.1			1,216	99.0
$14,000 THRU $17,999	20	1	5.0							19	95.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	8,309	794	9.6	3		4		1		7,507	90.3
PFS- 1 THRU 5*	7,035	721	10.2	3		3				6,308	89.7
PFS- 6 THRU 9	1,067	69	6.5			1	.1	1	.1	996	93.3
PFS-10 THRU 12	187	4	2.1							183	97.9
PFS-13 THRU 16	19									19	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	632	34	5.4					1	.2	597	94.5
UP THRU $6,499	217	26	12.0							191	88.0
$ 6,500 THRU $ 9,999	221	7	3.2							214	96.8
$10,000 THRU $13,999	90	1	1.1							89	98.9
$14,000 THRU $17,999	71							1	1.4	70	98.6
$18,000 THRU $25,999	31									31	100.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

KENTUCKY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	34,993	3,384	9.7	34	.1	11		16		31,548	90.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	14,075	1,189	8.4	16	.1	2		13	.1	12,855	91.3
GS- 1 THRU 4	5,807	833	14.3	9	.2	2		4	.1	4,959	85.4
GS- 5 THRU 8	3,905	267	6.8	5	.1			4	.1	3,629	92.9
GS- 9 THRU 11	3,006	84	2.8	2	.1			1		2,919	97.1
GS-12 THRU 13	1,166	4	.3					2	.2	1,160	99.5
GS-14 THRU 15	184	1	.5					2	1.1	181	98.4
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....	12,069	1,396	11.6	15	.1	5		1		10,652	88.3
UP THRU $5,499	2,698	723	26.8	1		1				1,973	73.1
$ 5,500 THRU $ 6,999	4,731	567	12.0	12	.3					4,152	87.8
$ 7,000 THRU $ 7,999	2,435	91	3.7	1		1				2,342	96.2
$ 8,000 THRU $ 8,999	801	11	1.4							790	98.6
$ 9,000 THRU $ 9,999	1,225	3	.2	1	.1	3	.2	1	.1	1,217	99.3
$10,000 THRU $13,999	178	1	.6							177	99.4
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	8,117	764	9.4	3		3		2		7,345	90.5
PFS- 1 THRU 4*	6,929	709	10.2	3		2		2		6,213	89.7
PFS- 5 THRU 8	988	51	5.2			1	.1			936	94.7
PFS- 9 THRU 11	169	4	2.4							165	97.6
PFS-12 THRU 15	29									29	100.0
PFS-16 THRU 18	2									2	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	732	35	4.8			1	.1			696	95.1
UP THRU $6,499	327	32	9.8							295	90.2
$ 6,500 THRU $ 9,999	184	2	1.1							182	98.9
$10,000 THRU $13,999	106	1	.9							105	99.1
$14,000 THRU $17,999	85					1	1.2			84	98.8
$18,000 AND OVER	30									30	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-20

LOUISIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	26,253	5,361	20.4	181	.7	11		33	.1	20,667	78.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,991	1,252	9.6	112	.9	8	.1	28	.2	11,591	89.2
GS- 1 THRU 4	3,958	866	21.9	33	.8	4	.1	7	.2	3,048	77.0
GS- 5 THRU 8	3,793	270	7.1	28	.7			3	.1	3,492	92.1
GS- 9 THRU 11	3,262	106	3.2	31	1.0	2	.1	8	.2	3,115	95.5
GS-12 THRU 13	1,594	9	.6	11	.7	1	.1	10	.6	1,563	98.1
GS-14 THRU 15	374	1	.3	9	2.4	1	.3			363	97.1
GS-16 THRU 18	10									10	100.0
TOTAL WAGE SYSTEMS.....	4,321	1,333	30.8	46	1.1	2				2,940	68.0
UP THRU $5,499	735	444	60.4	14	1.9	1	.1			276	37.6
$ 5,500 THRU $ 6,999	1,037	570	55.0	13	1.3	1	.1			453	43.7
$ 7,000 THRU $ 7,999	1,162	252	21.7	6	.5					904	77.8
$ 8,000 THRU $ 8,999	844	50	5.9	8	.9					786	93.1
$ 9,000 THRU $ 9,999	257	12	4.7	1	.4					244	94.9
$10,000 THRU $13,999	275	5	1.8	4	1.5					266	96.7
$14,000 THRU $17,999	7									7	100.0
$18,000 AND OVER	4									4	100.0
TOTAL POSTAL FIELD SERVICE.....	8,579	2,755	32.1	19	.2	1		4		5,800	67.6
PFS- 1 THRU 5*	6,990	2,419	34.6	17	.2	1		3		4,550	65.1
PFS- 6 THRU 9	1,358	329	24.2	2	.1			1	.1	1,026	75.6
PFS-10 THRU 12	204	7	3.4							197	96.6
PFS-13 THRU 16	26									26	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	362	21	5.8	4	1.1			1	.3	336	92.8
UP THRU $6,499	125	18	14.4							107	85.6
$ 6,500 THRU $ 9,999	168	2	1.2	1	.6			1	.6	164	97.6
$10,000 THRU $13,999	37			1	2.7					36	97.3
$14,000 THRU $17,999	22	1	4.5	2	9.1					19	86.4
$18,000 THRU $25,999	7									7	100.0
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-20a

LOUISIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	29,319	5,460	18.6	197	.7	37	.1	54	.2	23,571	80.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	14,776	1,198	8.1	109	.7	14	.1	26	.2	13,429	90.9
GS- 1 THRU 4	5,207	879	16.9	42	.8	9	.2	6	.1	4,271	82.0
GS- 5 THRU 8	3,967	230	5.8	24	.6	2	.1	5	.1	3,706	93.4
GS- 9 THRU 11	3,215	73	2.3	26	.8	3	.1	7	.2	3,106	96.6
GS-12 THRU 13	1,929	13	.7	11	.6			8	.4	1,897	98.3
GS-14 THRU 15	444	3	.7	6	1.4					435	98.0
GS-16 THRU 18	14									14	100.0
TOTAL WAGE SYSTEMS.....	5,602	1,595	28.5	45	.8	8	.1	24	.4	3,930	70.2
UP THRU $5,499	2,304	1,218	52.9	29	1.3	7	.3	13	.6	1,037	45.0
$ 5,500 THRU $ 6,999	1,963	312	15.9	11	.6	1	.1	9	.5	1,630	83.0
$ 7,000 THRU $ 7,999	919	62	6.7	4	.4			2	.2	851	92.6
$ 8,000 THRU $ 8,999	224	2	.9	1	.4					221	98.7
$ 9,000 THRU $ 9,999	134	1	.7							133	99.3
$10,000 THRU $13,999	48									48	100.0
$14,000 THRU $17,999	10									10	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	8,426	2,587	30.7	14	.2	14	.2	1		5,810	69.0
PFS- 1 THRU 4*	7,064	2,388	33.8	14	.2	13	.2	1		4,648	65.8
PFS- 5 THRU 8	1,124	195	17.3			1	.1			928	82.6
PFS- 9 THRU 11	197	4	2.0							193	98.0
PFS-12 THRU 15	39									39	100.0
PFS-16 THRU 18	2									2	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	515	80	15.5	29	5.6	1	.2	3	.6	402	78.1
UP THRU $6,499	263	77	29.3	24	9.1					162	61.6
$ 6,500 THRU $ 9,999	100	2	2.0	1	1.0	1	1.0	1	1.0	95	95.0
$10,000 THRU $13,999	87	1	1.1	1	1.1			2	2.3	83	95.4
$14,000 THRU $17,999	41			1	2.4					40	97.6
$18,000 AND OVER	24			2	8.3					22	91.7
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-21

MAINE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 31,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,857	24	.3	5	.1	13	.2	5	.1	7,810	99.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,791	14	.5	1		7	.3	3	.1	2,766	99.1
GS- 1 THRU 4	781	6	.8	1	.1	3	.4			771	98.7
GS- 5 THRU 8	822	4	.5			1	.1	1	.1	816	99.3
GS- 9 THRU 11	857	2	.2			3	.4			852	99.4
GS-12 THRU 13	275	2	.7							273	99.3
GS-14 THRU 15	55							2	3.6	53	96.4
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	1,320	5	.4	1	.1	2	.2	2	.2	1,310	99.2
UP THRU $5,499	269	3	1.1			1	.4	1	.4	264	98.1
$ 5,500 THRU $ 6,999	479	1	.2			1	.2	1	.2	476	99.4
$ 7,000 THRU $ 7,999	411	1	.2							410	99.8
$ 8,000 THRU $ 8,999	73			1	1.4					72	98.6
$ 9,000 THRU $ 9,999	57									57	100.0
$10,000 THRU $13,999	31									31	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,690	5	.1	3	.1	3	.1			3,679	99.7
PFS- 1 THRU 5*	2,993	4	.1	3	.1	3	.1			2,983	99.7
PFS- 6 THRU 9	607	1	.2							606	99.8
PFS-10 THRU 12	85									85	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	56					1	1.8			55	98.2
UP THRU $6,499	27									27	100.0
$ 6,500 THRU $ 9,999	26									26	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999	1					1	100.0				
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,040	40	.5	3		7	.1	5	.1	7,985	99.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,770	21	.8	1		1		2	.1	2,745	99.1
GS- 1 THRU 4	970	11	1.1	1	.1			1	.1	957	98.7
GS- 5 THRU 8	719	7	1.0			1	.1	1	.1	710	98.7
GS- 9 THRU 11	794									794	100.0
GS-12 THRU 13	229	3	1.3							226	98.7
GS-14 THRU 15	56									56	100.0
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	1,329	15	1.1	1	.1	3	.2	3	.2	1,307	98.3
UP THRU $5,499	526	12	2.3	1	.2	3	.6	3	.6	507	96.4
$ 5,500 THRU $ 6,999	652	3	.5							649	99.5
$ 7,000 THRU $ 7,999	104									104	100.0
$ 8,000 THRU $ 8,999	30									30	100.0
$ 9,000 THRU $ 9,999	16									16	100.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,860	4	.1	1		3	.1			3,852	99.8
PFS- 1 THRU 4*	3,149	4	.1	1		3	.1			3,141	99.7
PFS- 5 THRU 8	614									614	100.0
PFS- 9 THRU 11	89									89	100.0
PFS-12 THRU 15	8									8	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	81									81	100.0
UP THRU $6,499	71									71	100.0
$ 6,500 THRU $ 9,999	4									4	100.0
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999											
$18,000 AND OVER **	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-22

MARYLAND

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	115,631	24,170	20.9	318	.3	86	.1	481	.4	90,576	78.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	81,387	12,463	15.3	271	.3	72	.1	420	.5	68,161	83.7
GS- 1 THRU 4	16,869	5,690	33.7	32	.2	12	.1	25	.1	11,110	65.9
GS- 5 THRU 8	24,259	4,304	17.7	61	.3	30	.1	62	.3	19,802	81.6
GS- 9 THRU 11	17,047	1,788	10.5	74	.4	18	.1	84	.5	15,083	88.5
GS-12 THRU 13	15,884	577	3.6	81	.5	6		178	1.1	15,042	94.7
GS-14 THRU 15	6,695	103	1.5	23	.3	6	.1	70	1.0	6,493	97.0
GS-16 THRU 18	633	1	.2					1	.2	631	99.7
TOTAL WAGE SYSTEMS.....	20,443	8,452	41.3	23	.1	7		15	.1	11,946	58.4
UP THRU $5,499	1,265	954	75.4							311	24.6
$ 5,500 THRU $ 6,999	6,377	4,306	67.5	7	.1	1		6	.1	2,057	32.3
$ 7,000 THRU $ 7,999	5,924	2,112	35.7	8	.1	4	.1	6	.1	3,794	64.0
$ 8,000 THRU $ 8,999	3,810	680	17.8	4	.1	1				3,125	82.0
$ 9,000 THRU $ 9,999	1,470	216	14.7	2	.1			1	.1	1,251	85.1
$10,000 THRU $13,999	1,520	175	11.5	2	.1	1	.1	2	.1	1,340	88.2
$14,000 THRU $17,999	71	8	11.3							63	88.7
$18,000 AND OVER	6	1	16.7							5	83.3
TOTAL POSTAL FIELD SERVICE.....	11,196	3,217	28.7	15	.1	4		16	.1	7,944	71.0
PFS- 1 THRU 5*	9,476	2,943	31.1	12	.1	2		15	.2	6,504	68.6
PFS- 6 THRU 9	1,453	254	17.5	3	.2			1	.1	1,195	82.2
PFS-10 THRU 12	203	14	6.9			2	1.0			187	92.1
PFS-13 THRU 16	43	5	11.6							38	88.4
PFS-17 THRU 19	20	1	5.0							19	95.0
PFS-20 THRU 21	1									1	100.0
TOTAL OTHER PAY SYSTEMS	2,605	38	1.5	9	.3	3	.1	30	1.2	2,525	96.9
UP THRU $6,499	419	11	2.6					1	.2	407	97.1
$ 6,500 THRU $ 9,999	922	13	1.4	5	.5	1	.1	5	.5	898	97.4
$10,000 THRU $13,999	503	8	1.6	3	.6	2	.4	16	3.2	474	94.2
$14,000 THRU $17,999	440	3	.7	1	.2			7	1.6	429	97.5
$18,000 THRU $25,999	120	2	1.7							118	98.3
$26,000 AND OVER	201	1	.5					1	.5	199	99.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-22a

MARYLAND

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	114,602	23,684	20.7	266	.2	80	.1	431	.4	90,141	78.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	78,011	11,245	14.4	226	.3	70	.1	370	.5	66,100	84.7
GS- 1 THRU 4	21,108	5,992	28.4	35	.2	18	.1	19	.1	15,044	71.3
GS- 5 THRU 8	22,581	3,551	15.7	46	.2	36	.2	55	.2	18,893	83.7
GS- 9 THRU 11	15,375	1,213	7.9	57	.4	6		109	.7	13,990	91.0
GS-12 THRU 13	12,963	434	3.3	70	.5	8	.1	132	1.0	12,319	95.0
GS-14 THRU 15	5,419	55	1.0	18	.3	2		54	1.0	5,290	97.6
GS-16 THRU 18	565							1	.2	564	99.8
TOTAL WAGE SYSTEMS.....	22,775	9,424	41.4	29	.1	8		16	.1	13,298	58.4
UP THRU $5,499	4,499	3,406	75.7	4	.1	1		1		1,087	24.2
$ 5,500 THRU $ 6,999	8,644	4,509	52.2	10	.1	5	.1	8	.1	4,112	47.6
$ 7,000 THRU $ 7,999	6,513	1,233	18.9	8	.1	2		3		5,267	80.9
$ 8,000 THRU $ 8,999	1,738	197	11.3	6	.3			1	.1	1,534	88.3
$ 9,000 THRU $ 9,999	878	72	8.2					2	.2	804	91.6
$10,000 THRU $13,999	489	6	1.2	1	.2			1	.2	481	98.4
$14,000 THRU $17,999	14	1	7.1							13	92.9
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	10,786	2,930	27.2	7	.1	1		7	.1	7,841	72.7
PFS- 1 THRU 4*	9,366	2,764	29.5	7	.1	1		7	.1	6,587	70.3
PFS- 5 THRU 8	1,192	159	13.3							1,033	86.7
PFS- 9 THRU 11	187	4	2.1							183	97.9
PFS-12 THRU 15	40	3	7.5							37	92.5
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	3,030	85	2.8	4	.1	1		38	1.3	2,902	95.8
UP THRU $6,499	282	53	18.8			1	.4	2	.7	226	80.1
$ 6,500 THRU $ 9,999	690	12	1.7	2	.3			14	2.0	662	95.9
$10,000 THRU $13,999	1,003	10	1.0					13	1.3	980	97.7
$14,000 THRU $17,999	429	8	1.9	1	.2			2	.5	418	97.4
$18,000 AND OVER **	626	2	.3	1	.2			7	1.1	616	98.4

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-23

MASSACHUSETTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	63,008	2,492	4.0	118	.2	26		120	.2	60,252	95.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	25,978	912	3.5	43	.2	12		87	.3	24,924	95.9
GS- 1 THRU 4	6,862	433	6.3	8	.1	9	.1	16	.2	6,396	93.2
GS- 5 THRU 8	7,354	281	3.8	11	.1	1		7	.1	7,054	95.9
GS- 9 THRU 11	5,776	116	2.0	13	.2	1		10	.2	5,636	97.6
GS-12 THRU 13	4,517	62	1.4	7	.2	1		31	.7	4,416	97.8
GS-14 THRU 15	1,394	19	1.4	4	.3			23	1.6	1,348	96.7
GS-16 THRU 18	75	1	1.3							74	98.7
TOTAL WAGE SYSTEMS.....	11,354	653	5.8	40	.4	4		15	.1	10,642	93.7
UP THRU $5,499	796	79	9.9	20	2.5			2	.3	695	87.3
$ 5,500 THRU $ 6,999	3,220	319	9.9	10	.3	2	.1	7	.2	2,882	89.5
$ 7,000 THRU $ 7,999	5,211	212	4.1	9	.2	2		4	.1	4,984	95.6
$ 8,000 THRU $ 8,999	886	28	3.2	1	.1			1	.1	856	96.6
$ 9,000 THRU $ 9,999	578	12	2.1					1	.2	565	97.8
$10,000 THRU $13,999	647	3	.5							644	99.5
$14,000 THRU $17,999	14									14	100.0
$18,000 AND OVER	2									2	100.0
TOTAL POSTAL FIELD SERVICE.....	25,183	921	3.7	31	.1	10		14	.1	24,207	96.1
PFS- 1 THRU 5*	21,776	852	3.9	26	.1	7		13	.1	20,878	95.9
PFS- 6 THRU 9	2,632	63	2.4	5	.2	2	.1	1		2,561	97.3
PFS-10 THRU 12	543	5	.9			1	.2			537	98.9
PFS-13 THRU 16	212	1	.5							211	99.5
PFS-17 THRU 19	18									18	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	493	6	1.2	4	.8			4	.8	479	97.2
UP THRU $6,499	226	2	.9	2	.9			1	.4	221	97.8
$ 6,500 THRU $ 9,999	135	3	2.2	1	.7			1	.7	130	96.3
$10,000 THRU $13,999	51									51	100.0
$14,000 THRU $17,999	40	1	2.5	1	2.5					38	95.0
$18,000 THRU $25,999	17									17	100.0
$26,000 AND OVER	24							2	8.3	22	91.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-23a

MASSACHUSETTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	62,782	2,615	4.2	89	.1	18		91	.1	59,969	95.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	23,451	866	3.7	39	.2	9		69	.3	22,468	95.8
GS- 1 THRU 4	7,501	483	6.4	12	.2	6	.1	10	.1	6,990	93.2
GS- 5 THRU 8	5,778	207	3.6	10	.2	2		7	.1	5,552	96.1
GS- 9 THRU 11	5,470	128	2.3	12	.2	1		13	.2	5,316	97.2
GS-12 THRU 13	3,510	41	1.2	4	.1			21	.6	3,444	98.1
GS-14 THRU 15	1,124	7	.6	1	.1			16	1.4	1,100	97.9
GS-16 THRU 18	68							2	2.9	66	97.1
TOTAL WAGE SYSTEMS.....	11,370	714	6.3	28	.2	2		12	.1	10,614	93.4
UP THRU $5,499	1,959	273	13.9	11	.6	1	.1	3	.2	1,671	85.3
$ 5,500 THRU $ 6,999	3,504	259	7.4	10	.3	1		4	.1	3,230	92.2
$ 7,000 THRU $ 7,999	4,671	171	3.7	6	.1			4	.1	4,490	96.1
$ 8,000 THRU $ 8,999	569	8	1.4	1	.2					560	98.4
$ 9,000 THRU $ 9,999	523	3	.6					1	.2	519	99.2
$10,000 THRU $13,999	124									124	100.0
$14,000 THRU $17,999	20									20	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	27,390	1,021	3.7	21	.1	7		8		26,333	96.1
PFS- 1 THRU 4*	23,710	937	4.0	19	.1	5		7		22,742	95.9
PFS- 5 THRU 8	2,929	78	2.7	2	.1	2	.1	1		2,846	97.2
PFS- 9 THRU 11	540	5	.9							535	99.1
PFS-12 THRU 15	187	1	.5							186	99.5
PFS-16 THRU 18	21									21	100.0
PFS-19 THRU 20	3									3	100.0
TOTAL OTHER PAY SYSTEMS	571	14	2.5	1	.2			2	.4	554	97.0
UP THRU $6,499	312	10	3.2	1	.3					301	96.5
$ 6,500 THRU $ 9,999	93	4	4.3					2	2.2	87	93.5
$10,000 THRU $13,999	82									82	100.0
$14,000 THRU $17,999	34									34	100.0
$18,000 AND OVER	50									50	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-24

MICHIGAN

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	50,951	11,770	23.1	178	.3	85	.2	80	.2	38,838	76.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20,880	4,199	20.1	57	.3	34	.2	55	.3	16,535	79.2
GS- 1 THRU 4	5,355	2,006	37.5	16	.3	9	.2	3	.1	3,321	62.0
GS- 5 THRU 8	5,417	1,399	25.8	12	.2	9	.2	12	.2	3,985	73.6
GS- 9 THRU 11	5,856	610	10.4	14	.2	8	.1	20	.3	5,204	88.9
GS-12 THRU 13	3,506	162	4.6	13	.4	8	.2	11	.3	3,312	94.5
GS-14 THRU 15	731	21	2.9	2	.3			9	1.2	699	95.6
GS-16 THRU 18	15	1	6.7							14	93.3
TOTAL WAGE SYSTEMS.....	4,293	1,093	25.5	16	.4	20	.5	4	.1	3,160	73.6
UP THRU $5,499	28	2	7.1								
$ 5,500 THRU $ 6,999	1,165	409	35.1	5	.4	1	3.6			25	89.3
$ 7,000 THRU $ 7,999	1,114	355	31.9	3	.3	10	.9			741	63.6
$ 8,000 THRU $ 8,999	638	138	21.6	3	.5	6	.5			750	67.3
$ 9,000 THRU $ 9,999	754	123	16.3	3	.4	1	.2	2	.3	494	77.4
$10,000 THRU $13,999	565	64	11.3	2	.4			1	.1	627	83.2
$14,000 THRU $17,999	28	2	7.1			2	.4	1	.2	496	87.8
$18,000 AND OVER	1									26	92.9
										1	100.0
TOTAL POSTAL FIELD SERVICE.....	25,323	6,429	25.4	104	.4	29	.1	19	.1	18,742	74.0
PFS- 1 THRU 5*	21,521	5,565	25.9	87	.4	25	.1	17	.1	15,827	73.5
PFS- 6 THRU 9	3,184	825	25.9	17	.5	3	.1	1		2,338	73.4
PFS-10 THRU 12	530	30	5.7			1	.2			499	94.2
PFS-13 THRU 16	85	8	9.4					1	1.2	76	89.4
PFS-17 THRU 19	3	1	33.3							2	66.7
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	455	49	10.8	1	.2	2	.4	2	.4	401	88.1
UP THRU $6,499	276	39	14.1			1	.4	1	.4	235	85.1
$ 6,500 THRU $ 9,999	122	8	6.6	1	.8	1	.8			112	91.8
$10,000 THRU $13,999	27	1	3.7							26	96.3
$14,000 THRU $17,999	20							1	5.0	19	95.0
$18,000 THRU $25,999	7	1	14.3							6	85.7
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-24a

MICHIGAN

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	49,725	11,424	23.0	149	.3	62	.1	69	.1	38,021	76.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20,344	4,198	20.6	62	.3	18	.1	39	.2	16,027	78.8
GS- 1 THRU 4	6,206	2,334	37.6	17	.3	6	.1	6	.1	3,843	61.9
GS- 5 THRU 8	4,805	1,156	24.1	13	.3	2		4	.1	3,630	75.5
GS- 9 THRU 11	5,586	553	9.9	23	.4	5	.1	12	.2	4,993	89.4
GS-12 THRU 13	3,120	146	4.7	8	.3	4	.1	11	.4	2,951	94.6
GS-14 THRU 15	603	7	1.2	1	.2	1	.2	6	1.0	588	97.5
GS-16 THRU 18	24	2	8.3							22	91.7
TOTAL WAGE SYSTEMS.....	4,201	1,231	29.3	6	.1	19	.5	4	.1	2,941	70.0
UP THRU $5,499	1,127	551	48.9			3	.3			573	50.8
$ 5,500 THRU $ 6,999	1,480	393	26.6	3	.2	11	.7	2	.1	1,071	72.4
$ 7,000 THRU $ 7,999	692	157	22.7	1	.1	4	.6			530	76.6
$ 8,000 THRU $ 8,999	557	100	18.0	2	.4			1	.2	454	81.5
$ 9,000 THRU $ 9,999	196	26	13.3							170	86.7
$10,000 THRU $13,999	143	4	2.8			1	.7	1	.7	137	95.8
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER	2									2	100.0
TOTAL POSTAL FIELD SERVICE.....	24,678	5,939	24.1	81	.3	25	.1	23	.1	18,610	75.4
PFS- 1 THRU 4*	20,119	5,261	26.1	74	.4	23	.1	21	.1	14,740	73.3
PFS- 5 THRU 8	3,990	640	16.0	7	.2	2	.1	2	.1	3,339	83.7
PFS- 9 THRU 11	501	31	6.2							470	93.8
PFS-12 THRU 15	63	5	7.9							58	92.1
PFS-16 THRU 18	5	2	40.0							3	60.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	502	56	11.2					3	.6	443	88.2
UP THRU $6,499	380	50	13.2					1	.3	329	86.6
$ 6,500 THRU $ 9,999	72	3	4.2					1	1.4	68	94.4
$10,000 THRU $13,999	33	1	3.0							32	97.0
$14,000 THRU $17,999	7									7	100.0
$18,000 AND OVER **	10	2	20.0					1	10.0	7	70.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-25

MINNESOTA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	26,897	577	2.1	67	.2	184	.7	53	.2	26,016	96.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10,270	195	1.9	15	.1	104	1.0	29	.3	9,927	96.7
GS- 1 THRU 4	2,269	70	3.1	5	.2	48	2.1	5	.2	2,141	94.4
GS- 5 THRU 8	3,139	72	2.3	5	.2	28	.9	7	.2	3,027	96.4
GS- 9 THRU 11	2,869	36	1.3	3	.1	19	.7	4	.1	2,807	97.8
GS-12 THRU 13	1,615	13	.8	2	.1	7	.4	7	.4	1,586	98.2
GS-14 THRU 15	366	4	1.1			2	.5	6	1.6	354	96.7
GS-16 THRU 18	12									12	100.0
TOTAL WAGE SYSTEMS.....	2,087	61	2.9	6	.3	32	1.5	1		1,987	95.2
UP THRU $5,499	31	5	16.1			2	6.5			24	77.4
$ 5,500 THRU $ 6,999	536	37	6.9	3	.6	10	1.9	1	.2	485	90.5
$ 7,000 THRU $ 7,999	329	11	3.3	1	.3	10	3.0			307	93.3
$ 8,000 THRU $ 8,999	574	6	1.0	2	.3	7	1.2			559	97.4
$ 9,000 THRU $ 9,999	381	2	.5			2	.5			377	99.0
$10,000 THRU $13,999	234					1	.4			233	99.6
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	14,283	320	2.2	46	.3	47	.3	22	.2	13,848	97.0
PFS- 1 THRU 5*	11,716	245	2.1	41	.3	39	.3	15	.1	11,376	97.1
PFS- 6 THRU 9	2,030	65	3.2	5	.2	8	.4	2	.1	1,950	96.1
PFS-10 THRU 12	353	7	2.0					2	.6	344	97.5
PFS-13 THRU 16	162	3	1.9					3	1.9	156	96.3
PFS-17 THRU 19	21									21	100.0
PFS-20 THRU 21	1									1	100.0
TOTAL OTHER PAY SYSTEMS	257	1	.4			1	.4	1	.4	254	98.8
UP THRU $6,499	97	1	1.0							96	99.0
$ 6,500 THRU $ 9,999	118					1	.8	1	.8	116	98.3
$10,000 THRU $13,999	24									24	100.0
$14,000 THRU $17,999	7									7	100.0
$18,000 THRU $25,999	10									10	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-25a

MINNESOTA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	27,508	670	2.4	60	.2	202	.7	50	.2	26,526	96.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10,439	209	2.0	21	.2	135	1.3	37	.4	10,037	96.1
GS- 1 THRU 4	2,920	105	3.6	12	.4	68	2.3	4	.1	2,731	93.5
GS- 5 THRU 8	2,996	63	2.1	4	.1	44	1.5	14	.5	2,871	95.8
GS- 9 THRU 11	2,738	28	1.0	2	.1	16	.6	5	.2	2,687	98.1
GS-12 THRU 13	1,464	12	.8	2	.1	5	.3	11	.8	1,434	98.0
GS-14 THRU 15	308	1	.3	1	.3	2	.6	3	1.0	301	97.7
GS-16 THRU 18	13									13	100.0
TOTAL WAGE SYSTEMS.....	1,847	73	4.0	3	.2	50	2.7	2	.1	1,719	93.1
UP THRU $5,499	597	48	8.0	1	.2	24	4.0	1	.2	523	87.6
$ 5,500 THRU $ 6,999	635	20	3.1			22	3.5	1	.2	592	93.2
$ 7,000 THRU $ 7,999	444	4	.9	2	.5	4	.9			434	97.7
$ 8,000 THRU $ 8,999	114	1	.9							113	99.1
$ 9,000 THRU $ 9,999	43									43	100.0
$10,000 THRU $13,999	14									14	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	14,967	387	2.6	36	.2	17	.1	11	.1	14,516	97.0
PFS- 1 THRU 4*	12,278	309	2.5	33	.3	17	.1	6		11,913	97.0
PFS- 5 THRU 8	2,170	68	3.1	3	.1					2,099	96.7
PFS- 9 THRU 11	367	9	2.5					2	.5	356	97.0
PFS-12 THRU 15	136	1	.7					3	2.2	132	97.1
PFS-16 THRU 18	15									15	100.0
PFS-19 THRU 20	1									1	100.0
TOTAL OTHER PAY SYSTEMS	255	1	.4							254	99.6
UP THRU $6,499	168	1	.6							167	99.4
$ 6,500 THRU $ 9,999	49									49	100.0
$10,000 THRU $13,999	31									31	100.0
$14,000 THRU $17,999	6									6	100.0
$18,000 AND OVER	1									1	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-26

MISSISSIPPI

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	19,353	2,198	11.4	34	.2	92	.5	16	.1	17,013	87.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10,292	416	4.0	24	.2	55	.5	15	.1	9,782	95.0
GS- 1 THRU 4	2,745	275	10.0	9	.3	32	1.2	1		2,428	88.5
GS- 5 THRU 8	3,117	63	2.0	6	.2	12	.4	2	.1	3,034	97.3
GS- 9 THRU 11	2,907	76	2.6	5	.2	8	.3	5	.2	2,813	96.8
GS-12 THRU 13	1,300	2	.2	2	.2	2	.2	5	.4	1,289	99.2
GS-14 THRU 15	214			2	.9	1	.5	2	.9	209	97.7
GS-16 THRU 18	9									9	100.0
TOTAL WAGE SYSTEMS.....	4,420	1,471	33.3	2		36	.8	1		2,910	65.8
UP THRU $5,499	1,234	930	75.4			13	1.1			291	23.6
$ 5,500 THRU $ 6,999	1,418	470	33.1	1	.1	21	1.5	1	.1	925	65.2
$ 7,000 THRU $ 7,999	1,111	62	5.6			2	.2			1,047	94.2
$ 8,000 THRU $ 8,999	344	8	2.3							336	97.7
$ 9,000 THRU $ 9,999	163	1	.6							162	99.4
$10,000 THRU $13,999	143									143	100.0
$14,000 THRU $17,999	7			1	14.3					6	85.7
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,397	293	6.7	8	.2	1				4,095	93.1
PFS- 1 THRU 5*	3,639	274	7.5	7	.2	1				3,357	92.3
PFS- 6 THRU 9	630	19	3.0	1	.2					610	96.8
PFS-10 THRU 12	118									118	100.0
PFS-13 THRU 16	10									10	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	244	18	7.4							226	92.6
UP THRU $6,499	123	16	13.0							107	87.0
$ 6,500 THRU $ 9,999	66	2	3.0							64	97.0
$10,000 THRU $13,999	22									22	100.0
$14,000 THRU $17,999	19									19	100.0
$18,000 THRU $25,999	13									13	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-26a

MISSISSIPPI

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	18,056	2,222	12.3	20	.1	73	.4	14	.1	15,727	87.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,291	316	3.4	18	.2	41	.4	14	.2	8,902	95.8
GS- 1 THRU 4	2,953	205	6.9	5	.2	32	1.1	2	.1	2,709	91.7
GS- 5 THRU 8	2,581	54	2.1	5	.2	5	.2	1		2,516	97.5
GS- 9 THRU 11	2,506	56	2.2	4	.2	4	.2	5	.2	2,437	97.2
GS-12 THRU 13	1,032	1	.1	1	.1			4	.4	1,026	99.4
GS-14 THRU 15	207			3	1.4			2	1.0	202	97.6
GS-16 THRU 18	12									12	100.0
TOTAL WAGE SYSTEMS.....	4,144	1,645	39.7	1		32	.8			2,466	59.5
UP THRU $5,499	2,040	1,428	70.0			20	1.0			592	29.0
$ 5,500 THRU $ 6,999	1,342	207	15.4			12	.9			1,123	83.7
$ 7,000 THRU $ 7,999	557	9	1.6							548	98.4
$ 8,000 THRU $ 8,999	120	1	.8							119	99.2
$ 9,000 THRU $ 9,999	53									53	100.0
$10,000 THRU $13,999	28									28	100.0
$14,000 THRU $17,999	4			1	25.0					3	75.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,357	245	5.6	1						4,111	94.4
PFS- 1 THRU 4*	3,612	232	6.4	1						3,379	93.5
PFS- 5 THRU 8	598	13	2.2							585	97.8
PFS- 9 THRU 11	133									133	100.0
PFS-12 THRU 15	14									14	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL UTHER PAY SYSTEMS	264	16	6.1							248	93.9
UP THRU $6,499	181	16	8.8							165	91.2
$ 6,500 THRU $ 9,999	35									35	100.0
$10,000 THRU $13,999	27									27	100.0
$14,000 THRU $17,999	17									17	100.0
$18,000 AND OVER	4									4	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-27

MISSOURI

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	62,992	11,601	18.4	323	.5	56	.1	107	.2	50,905	80.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	37,159	4,949	13.3	186	.5	37	.1	91	.2	31,896	85.8
GS- 1 THRU 4	10,154	2,582	25.4	47	.5	10	.1	9	.1	7,506	73.9
GS- 5 THRU 8	10,303	1,464	14.2	59	.6	9	.1	18	.2	8,753	85.0
GS- 9 THRU 11	10,270	754	7.3	52	.5	10	.1	35	.3	9,419	91.7
GS-12 THRU 13	5,384	135	2.5	20	.4	8	.1	20	.4	5,201	96.6
GS-14 THRU 15	1,008	14	1.4	8	.8			9	.9	977	96.9
GS-16 THRU 18	40									40	100.0
TOTAL WAGE SYSTEMS.....	5,896	1,404	23.8	22	.4	5	.1	6	.1	4,459	75.6
UP THRU $5,499	317	21	6.6	3	.9			2	.6	291	91.8
$ 5,500 THRU $ 6,999	2,250	1,016	45.2	10	.4	3	.1	3	.1	1,218	54.1
$ 7,000 THRU $ 7,999	1,251	245	19.6	2	.2	2	.2	1	.1	1,001	80.0
$ 8,000 THRU $ 8,999	1,070	84	7.9	4	.4					982	91.8
$ 9,000 THRU $ 9,999	456	24	5.3	2	.4					430	94.3
$10,000 THRU $13,999	544	14	2.6	1	.2					529	97.2
$14,000 THRU $17,999	8									8	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	19,608	5,222	26.6	114	.6	13	.1	8		14,251	72.7
PFS- 1 THRU 5*	16,618	4,779	28.8	105	.6	12	.1	6		11,716	70.5
PFS- 6 THRU 9	2,259	407	18.0	8	.4	1		1		1,842	81.5
PFS-10 THRU 12	484	33	6.8	1	.2			1	.2	449	92.8
PFS-13 THRU 16	220	3	1.4							217	98.6
PFS-17 THRU 19	25									25	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	329	26	7.9	1	.3	1	.3	2	.6	299	90.9
UP THRU $6,499	145	23	15.9	1	.7					121	83.4
$ 6,500 THRU $ 9,999	112	2	1.8			1	.9			109	97.3
$10,000 THRU $13,999	31							2	6.5	29	93.5
$14,000 THRU $17,999	23									23	100.0
$18,000 THRU $25,999	13	1	7.7							12	92.3
$26,000 AND OVER	5									5	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-27a

MISSOURI

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	63,719	11,225	17.6	213	.3	42	.1	85	.1	52,154	81.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	36,431	4,942	13.6	129	.4	31	.1	70	.2	31,259	85.8
GS- 1 THRU 4	11,822	2,910	24.6	50	.4	13	.1	11	.1	8,838	74.8
GS- 5 THRU 8	10,120	1,384	13.7	34	.3	7	.1	18	.2	8,677	85.7
GS- 9 THRU 11	9,311	564	6.1	30	.3	6	.1	27	.3	8,684	93.3
GS-12 THRU 13	4,288	76	1.8	12	.3	5	.1	9	.2	4,186	97.6
GS-14 THRU 15	853	8	.9	3	.4			5	.6	837	98.1
GS-16 THRU 18	37									37	100.0
TOTAL WAGE SYSTEMS.....	6,224	1,509	24.2	9	.1	4	.1	9	.1	4,693	75.4
UP THRU $5,499	1,879	822	43.7	4	.2	1	.1	7	.4	1,045	55.6
$ 5,500 THRU $ 6,999	2,257	576	25.5	4	.2	2	.1	2	.1	1,673	74.1
$ 7,000 THRU $ 7,999	1,086	86	7.9							1,000	92.1
$ 8,000 THRU $ 8,999	613	21	3.4	1	.2	1	.2			590	96.2
$ 9,000 THRU $ 9,999	228	3	1.3							225	98.7
$10,000 THRU $13,999	159	1	.6							158	99.4
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	20,703	4,724	22.8	67	.3	7		5		15,900	76.8
PFS- 1 THRU 4*	17,726	4,484	25.3	62	.3	6		4		13,170	74.3
PFS- 5 THRU 8	2,290	215	9.4	5	.2	1				2,069	90.3
PFS- 9 THRU 11	468	18	3.8					1	.2	449	95.9
PFS-12 THRU 15	189	7	3.7							182	96.3
PFS-16 THRU 18	28									28	100.0
PFS-19 THRU 20	2									2	100.0
TOTAL OTHER PAY SYSTEMS	361	50	13.9	8	2.2			1	.3	302	83.7
UP THRU $6,499	249	45	18.1	8	3.2					196	78.7
$ 6,500 THRU $ 9,999	47	1	2.1					1	2.1	45	95.7
$10,000 THRU $13,999	29	1	3.4							28	96.6
$14,000 THRU $17,999	19	3	15.8							16	84.2
$18,000 AND OVER	17									17	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-28

MONTANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9,308	44	.5	21	.2	608	6.5	12	.1	8,623	92.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,483	29	.5	13	.2	425	7.8	9	.2	5,007	91.3
GS- 1 THRU 4	1,106	9	.8	4	.4	248	22.4	1	.1	844	76.3
GS- 5 THRU 8	1,535	7	.5	4	.3	103	6.7	3	.2	1,418	92.4
GS- 9 THRU 11	1,868	9	.5	3	.2	57	3.1	3	.2	1,796	96.1
GS-12 THRU 13	845	3	.4	1	.1	13	1.5	2	.2	826	97.8
GS-14 THRU 15	125			1	.8	4	3.2			120	96.0
GS-16 THRU 18	4	1	25.0							3	75.0
TOTAL WAGE SYSTEMS.....	1,460	9	.6	5	.3	153	10.5			1,293	88.6
UP THRU $5,499	11	1	9.1							10	90.9
$ 5,500 THRU $ 6,999	336	5	1.5	1	.3	45	13.4			285	84.8
$ 7,000 THRU $ 7,999	497	3	.6	3	.6	50	10.1			441	88.7
$ 8,000 THRU $ 8,999	347					42	12.1			305	87.9
$ 9,000 THRU $ 9,999	117					9	7.7			108	92.3
$10,000 THRU $13,999	151			1	.7	7	4.6			143	94.7
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,209	4	.2	3	.1	18	.8	3	.1	2,181	98.7
PFS- 1 THRU 5*	1,821	4	.2	3	.2	14	.8	3	.2	1,797	98.7
PFS- 6 THRU 9	326					4	1.2			322	98.8
PFS-10 THRU 12	50									50	100.0
PFS-13 THRU 16	12									12	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	156	2	1.3			12	7.7			142	91.0
UP THRU $6,499	85	2	2.4			12	14.1			71	83.5
$ 6,500 THRU $ 9,999	48									48	100.0
$10,000 THRU $13,999	11									11	100.0
$14,000 THRU $17,999	10									10	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

MONTANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	9,828	46	.5	20	.2	587	6.0	18	.2	9,157	93.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,724	25	.4	10	.2	373	6.5	13	.2	5,303	92.6
GS- 1 THRU 4	1,385	11	.8	3	.2	206	14.9	4	.3	1,161	83.8
GS- 5 THRU 8	1,561	9	.6	3	.2	103	6.6	4	.3	1,442	92.4
GS- 9 THRU 11	1,907	4	.2	2	.1	50	2.6	3	.2	1,848	96.9
GS-12 THRU 13	765	1	.1	1	.1	13	1.7	2	.3	748	97.8
GS-14 THRU 15	100			1	1.0	1	1.0			98	98.0
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	1,714	16	.9	7	.4	201	11.7	1	.1	1,489	86.9
UP THRU $5,499	490	10	2.0	2	.4	77	15.7			401	81.8
$ 5,500 THRU $ 6,999	798	6	.8	5	.6	92	11.5	1	.1	694	87.0
$ 7,000 THRU $ 7,999	183					12	6.6			171	93.4
$ 8,000 THRU $ 8,999	152					10	6.6			142	93.4
$ 9,000 THRU $ 9,999	70					10	14.3			60	85.7
$10,000 THRU $13,999	20									20	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,235	5	.2	3	.1	10	.4	3	.1	2,214	99.1
PFS- 1 THRU 4*	1,837	5	.3	3	.2	6	.3	3	.2	1,820	99.1
PFS- 5 THRU 8	344					4	1.2			340	98.8
PFS- 9 THRU 11	48									48	100.0
PFS-12 THRU 15	6									6	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	155					3	1.9	1	.6	151	97.4
UP THRU $6,499	77					3	3.9			74	96.1
$ 6,500 THRU $ 9,999	37									37	100.0
$10,000 THRU $13,999	22							1	4.5	21	95.5
$14,000 THRU $17,999	11									11	100.0
$18,000 AND OVER	8									8	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-29

NEBRASKA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	13,695	616	4.5	91	.7	38	.3	19	.1	12,931	94.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,318	226	3.6	30	.5	22	.3	14	.2	6,026	95.4
GS- 1 THRU 4	1,245	117	9.4	8	.6	8	.6			1,112	89.3
GS- 5 THRU 8	2,009	66	3.3	14	.7	6	.3	4	.2	1,919	95.5
GS- 9 THRU 11	1,681	33	2.0	5	.3	5	.3	6	.4	1,632	97.1
GS-12 THRU 13	1,138	10	.9	1	.1	2	.2	1	.1	1,124	98.8
GS-14 THRU 15	234			2	.9	1	.4	3	1.3	228	97.4
GS-16 THRU 18	11									11	100.0
TOTAL WAGE SYSTEMS.....	1,388	198	14.3	25	1.8	9	.6	1	.1	1,155	83.2
UP THRU $5,499	149	42	28.2	4	2.7					103	69.1
$ 5,500 THRU $ 6,999	470	133	28.3	13	2.8	5	1.1			319	67.9
$ 7,000 THRU $ 7,999	497	21	4.2	5	1.0	1	.2			470	94.6
$ 8,000 THRU $ 8,999	155	1	.6	1	.6	2	1.3	1	.6	150	96.8
$ 9,000 THRU $ 9,999	51	1	2.0	1	2.0	1	2.0			48	94.1
$10,000 THRU $13,999	66			1	1.5					65	98.5
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	5,895	190	3.2	36	.6	7	.1	4	.1	5,658	96.0
PFS- 1 THRU 5*	4,799	159	3.3	31	.6	6	.1	4	.1	4,599	95.8
PFS- 6 THRU 9	963	31	3.2	5	.5	1	.1			926	96.2
PFS-10 THRU 12	119									119	100.0
PFS-13 THRU 16	13									13	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	94	2	2.1							92	97.9
UP THRU $6,499	46	1	2.2							45	97.8
$ 6,500 THRU $ 9,999	24	1	4.2							23	95.8
$10,000 THRU $13,999	11									11	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999	7									7	100.0
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

NEBRASKA

TABLE 3-29a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14,051	694	4.9	70	.5	79	.6	19	.1	13,189	93.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,389	255	4.0	25	.4	43	.7	13	.2	6,053	94.7
GS- 1 THRU 4	1,580	149	9.4	9	.6	22	1.4	1	.1	1,399	88.5
GS- 5 THRU 8	1,923	73	3.8	13	.7	13	.7	7	.4	1,817	94.5
GS- 9 THRU 11	1,674	24	1.4	1	.1	7	.4	3	.2	1,639	97.9
GS-12 THRU 13	997	9	.9					1	.1	987	99.0
GS-14 THRU 15	203			2	1.0	1	.5	1	.5	199	98.0
GS-16 THRU 18	12									12	100.0
TOTAL WAGE SYSTEMS.....	1,461	221	15.1	15	1.0	31	2.1	1	.1	1,193	81.7
UP THRU $5,499	510	174	34.1	8	1.6	19	3.7			309	60.6
$ 5,500 THRU $ 6,999	720	45	6.3	5	.7	11	1.5			659	91.5
$ 7,000 THRU $ 7,999	132	1	.8	1	.8			1	.8	129	97.7
$ 8,000 THRU $ 8,999	80	1	1.3	1	1.3	1	1.3			77	96.3
$ 9,000 THRU $ 9,999	17									17	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	6,095	215	3.5	30	.5	5	.1	5	.1	5,840	95.8
PFS- 1 THRU 4*	5,011	87	3.7	26	.5	4	.1	5	.1	4,789	95.6
PFS- 5 THRU 8	938	28	3.0	4	.4	1	.1			905	96.5
PFS- 9 THRU 11	124									124	100.0
PFS-12 THRU 15	21									21	100.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	106	3	2.8							103	97.2
UP THRU $6,499	64	3	4.7							61	95.3
$ 6,500 THRU $ 9,999	15									15	100.0
$10,000 THRU $13,999	11									11	100.0
$14,000 THRU $17,999	8									8	100.0
$18,000 AND OVER	8									8	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-30

NEVADA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,953	334	4.2	208	2.6	268	3.4	46	.6	7,097	89.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,780	60	1.6	59	..6	137	3.6	31	.8	3,493	92.4
GS- 1 THRU 4	777	28	3.6	19	2.4	60	7.7	5	.6	665	85.6
GS- 5 THRU 8	1,030	18	1.7	13	1.3	42	4.1	6	.6	951	92.3
GS- 9 THRU 11	1,142	11	1.0	16	1.4	26	2.3	14	1.2	1,075	94.1
GS-12 THRU 13	640	2	.3	11	1.7	7	1.1	5	.8	615	96.1
GS-14 THRU 15	178	1	.6			2	1.1	1	.6	174	97.8
GS-16 THRU 18	13									13	100.0
TOTAL WAGE SYSTEMS.....	2,519	216	8.6	112	4.4	115	4.6	7	.3	2,069	82.1
UP THRU $5,499	4									4	100.0
$ 5,500 THRU $ 6,999	258	41	15.9	7	2.7	16	6.2	3	1.2	191	74.0
$ 7,000 THRU $ 7,999	709	59	8.3	40	5.6	57	8.0	1	.1	552	77.9
$ 8,000 THRU $ 8,999	702	82	11.7	48	6.8	36	5.1	3	.4	533	75.9
$ 9,000 THRU $ 9,999	169	16	9.5	8	4.7	2	1.2			143	84.6
$10,000 THRU $13,999	623	18	2.9	9	1.4	4	.6			592	95.0
$14,000 THRU $17,999	54									54	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,547	57	3.7	37	2.4	16	1.0	7	.5	1,430	92.4
PFS- 1 THRU 5*	1,274	50	3.9	31	2.4	15	1.2	4	.3	1,174	92.2
PFS- 6 THRU 9	226	7	3.1	6	2.7	1	.4	3	1.3	209	92.5
PFS-10 THRU 12	37									37	100.0
PFS-13 THRU 16	10									10	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	107	1	.9					1	.9	105	98.1
UP THRU $6,499	29	1	3.4							28	96.6
$ 6,500 THRU $ 9,999	55							1	1.8	54	98.2
$10,000 THRU $13,999	16									16	100.0
$14,000 THRU $17,999	4									4	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

NEVADA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,776	339	4.4	174	2.2	223	2.9	33	.4	7,007	90.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,689	56	1.5	46	1.2	137	3.7	18	.5	3,432	93.0
GS- 1 THRU 4	971	33	3.4	21	2.2	66	6.8	2	.2	849	87.4
GS- 5 THRU 8	949	15	1.6	9	.9	39	4.1	5	.5	881	92.8
GS- 9 THRU 11	1,049	6	.6	11	1.0	23	2.2	8	.8	1,001	95.4
GS-12 THRU 13	563	1	.2	5	.9	7	1.2	1	.2	549	97.5
GS-14 THRU 15	144	1	.7			2	1.4	2	1.4	139	96.5
GS-16 THRU 18	13									13	100.0
TOTAL WAGE SYSTEMS.....	2,461	225	9.1	94	3.8	76	3.1	5	.2	2,061	83.7
UP THRU $5,499	152	24	15.8	5	3.3	12	7.9	3	2.0	108	71.1
$ 5,500 THRU $ 6,999	1,037	112	10.8	51	4.9	53	5.1	1	.1	820	79.1
$ 7,000 THRU $ 7,999	689	75	10.9	29	4.2	10	1.5			575	83.5
$ 8,000 THRU $ 8,999	378	13	3.4	5	1.3	1	.3			359	95.0
$ 9,000 THRU $ 9,999	117	1	.9	4	3.4			1	.9	111	94.9
$10,000 THRU $13,999	87									87	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,504	58	3.9	33	2.2	10	.7	6	.4	1,397	92.9
PFS- 1 THRU 4*	1,278	53	4.1	28	2.2	8	.6	3	.2	1,186	92.8
PFS- 5 THRU 8	185	5	2.7	5	2.7	2	1.1	3	1.6	170	91.9
PFS- 9 THRU 11	34									34	100.0
PFS-12 THRU 15	7									7	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	122			1	.8			4	3.3	117	95.9
UP THRU $6,499	17			1	5.9					16	94.1
$ 6,500 THRU $ 9,999	62							1	1.6	61	98.4
$10,000 THRU $13,999	28							3	10.7	25	89.3
$14,000 THRU $17,999	13									13	100.0
$18,000 AND OVER	2									2	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

307-650 O - 70 - 31

NEW HAMPSHIRE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,541	50	.4	6		11	.1	9	.1	12,465	99.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,635	22	.5	1		3	.1	9	.2	4,600	99.2
GS- 1 THRU 4	1,090	6	.6			2	.2	1	.1	1,081	99.2
GS- 5 THRU 8	1,133	5	.4	1	.1					1,127	99.5
GS- 9 THRU 11	1,520	6	.4					1	.1	1,513	99.5
GS-12 THRU 13	759	5	.7			1	.1	4	.5	749	98.7
GS-14 THRU 15	132							3	2.3	129	97.7
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	5,673	27	.5	5	.1	5	.1			5,636	99.3
UP THRU $5,499	426	5	1.2	1	.2					420	98.6
$ 5,500 THRU $ 6,999	1,262	12	1.0	1	.1	2	.2			1,247	98.8
$ 7,000 THRU $ 7,999	813									813	100.0
$ 8,000 THRU $ 8,999	2,362	8	.3	3	.1	2	.1			2,349	99.4
$ 9,000 THRU $ 9,999	259					1	.4			258	99.6
$10,000 THRU $13,999	531	2	.4							529	99.6
$14,000 THRU $17,999	16									16	100.0
$18,000 AND OVER	4									4	100.0
TOTAL POSTAL FIELD SERVICE.....	2,207	1				3	.1			2,203	99.8
PFS- 1 THRU 5*	1,840	1	.1			3	.2			1,836	99.8
PFS- 6 THRU 9	313									313	100.0
PFS-10 THRU 12	49									49	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	26									26	100.0
UP THRU $6,499	17									17	100.0
$ 6,500 THRU $ 9,999	8									8	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

451

1969 MINORITY GROUP STUDY

TABLE 3-31a

NEW HAMPSHIRE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,837	65	.5	24	.2	94	.7	11	.1	12,643	98.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,316	30	.7	8	.2	30	.7	10	.2	4,238	98.2
GS- 1 THRU 4	1,283	10	.8	2	.2	18	1.4	2	.2	1,251	97.5
GS- 5 THRU 8	984	8	.8	3	.3	4	.4	1	.1	968	98.4
GS- 9 THRU 11	1,316	6	.5	1	.1	5	.4	2	.2	1,302	98.9
GS-12 THRU 13	654	6	.9	1	.2	2	.3	3	.5	642	98.2
GS-14 THRU 15	77			1	1.3	1	1.3	2	2.6	73	94.8
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	6,217	33	.5	16	.3	62	1.0	1		6,105	98.2
UP THRU $5,499	1,405	12	.9	6	.4	28	2.0			1,359	96.7
$ 5,500 THRU $ 6,999	3,107	18	.6	9	.3	30	1.0			3,050	98.2
$ 7,000 THRU $ 7,999	1,082	2	.2			4	.4			1,076	99.4
$ 8,000 THRU $ 8,999	495	1	.2	1	.2			1	.2	492	99.4
$ 9,000 THRU $ 9,999	97									97	100.0
$10,000 THRU $13,999	17									17	100.0
$14,000 THRU $17,999	14									14	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,272	2	.1			2	.1			2,268	99.8
PFS- 1 THRU 4*	1,891	2	.1			2	.1			1,887	99.8
PFS- 5 THRU 8	318									318	100.0
PFS- 9 THRU 11	54									54	100.0
PFS-12 THRU 15	9									9	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	32									32	100.0
UP THRU $6,499	28									28	100.0
$ 6,500 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	1									1	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-32

NEW JERSEY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	65,969	9,361	14.2	522	.8	27		123	.2	55,936	84.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	28,423	2,859	10.1	123	.4	12		94	.3	25,335	89.1
GS- 1 THRU 4	6,158	1,362	22.1	29	.5	2		13	.2	4,752	77.2
GS- 5 THRU 8	6,711	860	12.8	46	.7	4	.1	11	.2	5,790	86.3
GS- 9 THRU 11	7,520	400	5.3	26	.3	4	.1	36	.5	7,054	93.8
GS-12 THRU 13	6,600	215	3.3	20	.3	1		21	.3	6,343	96.1
GS-14 THRU 15	1,390	22	1.6	2	.1	1	.1	11	.8	1,354	97.4
GS-16 THRU 18	44							2	4.5	42	95.5
TOTAL WAGE SYSTEMS.....	11,402	2,026	17.8	138	1.2	4		13	.1	9,221	80.9
UP THRU $5,499	85	11	12.9	2	2.4					72	84.7
$ 5,500 THRU $ 6,999	3,096	1,153	37.2	77	2.5	3	.1	7	.2	1,856	59.9
$ 7,000 THRU $ 7,999	2,969	502	16.9	28	.9			3	.1	2,436	82.0
$ 8,000 THRU $ 8,999	3,650	266	7.3	20	.5			2	.1	3,362	92.1
$ 9,000 THRU $ 9,999	812	68	8.4	9	1.1	1	.1			734	90.4
$10,000 THRU $13,999	769	26	3.4	2	.3			1	.1	740	96.2
$14,000 THRU $17,999	21									21	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	25,881	4,439	17.2	260	1.0	10		14	.1	21,158	81.8
PFS- 1 THRU 5*	22,523	4,089	18.2	243	1.1	9		14	.1	18,168	80.7
PFS- 6 THRU 9	2,635	326	12.4	17	.6	1				2,291	86.9
PFS-10 THRU 12	613	20	3.3							593	96.7
PFS-13 THRU 16	106	4	3.8							102	96.2
PFS-17 THRU 19	4									4	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	263	37	14.1	1	.4	1	.4	2	.8	222	84.4
UP THRU $6,499	144	29	20.1							112	77.8
$ 6,500 THRU $ 9,999	88	7	8.0	1	1.1	1	.7	2	1.4	80	90.9
$10,000 THRU $13,999	14									14	100.0
$14,000 THRU $17,999	10	1	10.0							9	90.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-32a

NEW JERSEY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	65,997	9,091	13.8	444	.7	28		99	.2	56,335	85.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	28,081	2,844	10.1	116	.4	14		71	.3	25,036	89.2
GS- 1 THRU 4	7,340	1,579	21.5	48	.7	5	.1	14	.2	5,694	77.6
GS- 5 THRU 8	6,228	702	11.3	28	.4	4	.1	14	.2	5,480	88.0
GS- 9 THRU 11	7,422	385	5.2	22	.3	3		24	.3	6,988	94.2
GS-12 THRU 13	5,772	160	2.8	14	.2	2		12	.2	5,584	96.7
GS-14 THRU 15	1,275	18	1.4	4	.3			7	.5	1,246	97.7
GS-16 THRU 18	44									44	100.0
TOTAL WAGE SYSTEMS.....	12,363	2,299	18.6	159	1.3	6		14	.1	9,885	80.0
UP THRU $5,499	2,233	931	41.7	62	2.8			6	.3	1,234	55.3
$ 5,500 THRU $ 6,999	4,930	1,055	21.4	67	1.4	3	.1	6	.1	3,799	77.1
$ 7,000 THRU $ 7,999	3,919	282	7.2	22	.6	3	.1	2	.1	3,610	92.1
$ 8,000 THRU $ 8,999	821	23	2.8	6	.7					792	96.5
$ 9,000 THRU $ 9,999	328	7	2.1	2	.6					319	97.3
$10,000 THRU $13,999	131	1	.8							130	99.2
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	25,291	3,907	15.5	166	.7	7		13	.1	21,158	83.8
PFS- 1 THRU 4*	22,330	3,708	16.6	152	.7	7		12	.1	18,451	82.6
PFS- 5 THRU 8	2,200	181	8.2	14	.6			1		2,004	91.1
PFS- 9 THRU 11	595	16	2.7							579	97.3
PFS-12 THRU 15	122	2	1.6							120	98.4
PFS-16 THRU 18	4									4	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	302	41	13.6	3	1.0	1	.3	1	.3	256	84.8
UP THRU $6,499	234	38	16.2	2	.9	1	.4	1	.4	192	82.1
$ 6,500 THRU $ 9,999	38	3	7.9							35	92.1
$10,000 THRU $13,999	18			1	5.6					17	94.4
$14,000 THRU $17,999	5									5	100.0
$18,000 AND OVER	7									7	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-33

NEW MEXICO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	23,988	336	1.4	6,695	27.9	2,795	11.7	53	.2	14,109	58.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	16,094	223	1.4	3,116	19.4	1,888	11.7	42	.3	10,825	67.3
GS- 1 THRU 4	3,987	46	1.2	1,187	29.8	1,188	29.8	12	.3	1,554	39.0
GS- 5 THRU 8	4,624	55	1.2	1,188	25.7	459	9.9	11	.2	2,911	63.0
GS- 9 THRU 11	4,060	88	2.2	509	12.5	199	4.9	8	.2	3,256	80.2
GS-12 THRU 13	2,766	32	1.2	215	7.8	35	1.3	7	.3	2,477	89.6
GS-14 THRU 15	636	2	.3	17	2.7	7	1.1	4	.6	606	95.3
GS-16 THRU 18	21									21	100.0
TOTAL WAGE SYSTEMS.....	5,096	85	1.7	2,361	46.3	823	16.1	6	.1	1,821	35.7
UP THRU $5,499	578	23	4.0	369	63.8	107	18.5	1	.2	78	13.5
$ 5,500 THRU $ 6,999	1,028	19	1.8	512	49.8	341	33.2	1	.1	155	15.1
$ 7,000 THRU $ 7,999	962	11	1.1	498	51.8	189	19.6			264	27.4
$ 8,000 THRU $ 8,999	1,605	22	1.4	726	45.2	135	8.4	1	.1	721	44.9
$ 9,000 THRU $ 9,999	550	4	.7	174	31.6	30	5.5	2	.4	340	61.8
$10,000 THRU $13,999	366	6	1.6	81	22.1	20	5.5	1	.3	258	70.5
$14,000 THRU $17,999	6			1	16.7					5	83.3
$18,000 AND OVER	1					1	100.0				
TOTAL POSTAL FIELD SERVICE.....	2,497	28	1.1	1,179	47.2	32	1.3	4	.2	1,254	50.2
PFS- 1 THRU 5*	2,097	26	1.2	1,005	47.9	28	1.3	4	.2	1,034	49.3
PFS- 6 THRU 9	330	2	.6	147	44.5	4	1.2			177	53.6
PFS-10 THRU 12	63			23	36.5					40	63.5
PFS-13 THRU 16	7			4	57.1					3	42.9
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	301			39	13.0	52	17.3	1	.3	209	69.4
UP THRU $6,499	129			29	22.5	50	38.8			50	38.8
$ 6,500 THRU $ 9,999	124			8	6.5	2	1.6	1	.8	113	91.1
$10,000 THRU $13,999	29			1	3.4					28	96.6
$14,000 THRU $17,999	7									7	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	9			1	11.1					8	88.9

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-33a

NEW MEXICO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	24,653	407	1.7	6,741	27.3	2,674	10.8	46	.2	14,785	60.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	16,311	279	1.7	3,033	18.6	1,785	10.9	34	.2	11,180	68.5
GS- 1 THRU 4	4,617	75	1.6	1,427	30.9	1,227	26.6	9	.2	1,879	40.7
GS- 5 THRU 8	4,688	91	1.9	1,033	22.0	358	7.6	9	.2	3,197	68.2
GS- 9 THRU 11	3,910	82	2.1	431	11.0	161	4.1	7	.2	3,229	82.6
GS-12 THRU 13	2,496	29	1.2	128	5.1	31	1.2	2	.1	2,306	92.4
GS-14 THRU 15	582	2	.3	14	2.4	8	1.4	7	1.2	551	94.7
GS-16 THRU 18	18									18	100.0
TOTAL WAGE SYSTEMS.....	5,517	95	1.7	2,485	45.0	864	15.7	8	.1	2,065	37.4
UP THRU $5,499	1,533	42	2.7	746	48.7	452	29.5	1	.1	292	19.0
$ 5,500 THRU $ 6,999	1,982	30	1.5	986	49.7	327	16.5	1	.1	638	32.2
$ 7,000 THRU $ 7,999	1,336	22	1.6	596	44.6	73	5.5	5	.4	640	47.9
$ 8,000 THRU $ 8,999	425	1	.2	112	26.4	10	2.4	1	.2	301	70.8
$ 9,000 THRU $ 9,999	172			36	20.9					136	79.1
$10,000 THRU $13,999	67			9	13.4	2	3.0			56	83.6
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,545	31	1.2	1,192	46.8	24	.9	4	.2	1,294	50.8
PFS- 1 THRU 4*	2,147	29	1.4	1,034	48.2	21	1.0	3	.1	1,060	49.4
PFS- 5 THRU 8	319	2	.6	131	41.1	3	.9			183	57.4
PFS- 9 THRU 11	65			22	33.8					43	66.2
PFS-12 THRU 15	14			5	35.7			1	7.1	8	57.1
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	280	2	.7	31	11.1	1	.4			246	87.9
UP THRU $6,499	87	2	2.3	30	34.5					55	63.2
$ 6,500 THRU $ 9,999	84			1	1.2					83	98.8
$10,000 THRU $13,999	66									66	100.0
$14,000 THRU $17,999	25					1	4.0			24	96.0
$18,000 AND OVER	18									18	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

156

1969 MINORITY GROUP STUDY

TABLE 3-34

NEW YORK

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	169,155	33,584	19.9	6,136	3.6	115	.1	468	.3	128,852	76.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	55,794	7,670	13.7	1,063	1.9	50	.1	220	.4	46,791	83.9
GS- 1 THRU 4	13,842	3,734	27.0	454	3.3	25	.2	19	.1	9,610	69.4
GS- 5 THRU 8	15,578	2,678	17.2	344	2.2	14	.1	55	.4	12,487	80.2
GS- 9 THRU 11	14,589	867	5.9	163	1.1	5		77	.5	13,477	92.4
GS-12 THRU 13	9,301	321	3.5	70	.8	4		41	.4	8,865	95.3
GS-14 THRU 15	2,387	67	2.8	31	1.3	2	.1	28	1.2	2,259	94.6
GS-16 THRU 18	97	3	3.1	1	1.0					93	95.9
TOTAL WAGE SYSTEMS.....	18,457	3,557	19.3	1,022	5.5	18	.1	74	.4	13,786	74.7
UP THRU $5,499	1,963	524	26.7	385	19.6			41	2.1	1,013	51.6
$ 5,500 THRU $ 6,999	5,871	1,889	32.2	368	6.3	9	.2	20	.3	3,585	61.1
$ 7,000 THRU $ 7,999	3,131	392	12.5	74	2.4	3	.1	2	.1	2,660	85.0
$ 8,000 THRU $ 8,999	3,782	270	7.1	61	1.6	3	.1	4	.1	3,444	91.1
$ 9,000 THRU $ 9,999	1,045	91	8.7	29	2.8	3	.3	5	.5	917	87.8
$10,000 THRU $13,999	1,796	310	17.3	88	4.9			2	.1	1,396	77.7
$14,000 THRU $17,999	482	69	14.3	11	2.3					402	83.4
$18,000 AND OVER	387	12	3.1	6	1.6					369	95.3
TOTAL POSTAL FIELD SERVICE.....	93,503	22,186	23.7	4,025	4.3	44		168	.2	67,080	71.7
PFS- 1 THRU 5*	83,538	20,832	24.9	3,854	4.6	41		153	.2	58,658	70.2
PFS- 6 THRU 9	7,827	1,226	15.7	151	1.9	3		15	.2	6,432	82.2
PFS-10 THRU 12	1,616	102	6.3	14	.9					1,500	92.8
PFS-13 THRU 16	480	24	5.0	6	1.3					450	93.8
PFS-17 THRU 19	38	1	2.6							37	97.4
PFS-20 THRU 21	4	1	25.0							3	75.0
TOTAL OTHER PAY SYSTEMS	1,401	171	12.2	26	1.9	3	.2	6	.4	1,195	85.3
UP THRU $6,499	574	101	17.6	19	3.3	1	.2	3	.5	450	78.4
$ 6,500 THRU $ 9,999	468	61	13.0	6	1.3	1	.2	1	.2	399	85.3
$10,000 THRU $13,999	131	6	4.6	1	.8	1	.8	2	1.5	121	92.4
$14,000 THRU $17,999	114	2	1.8							112	98.2
$18,000 THRU $25,999	87									87	100.0
$26,000 AND OVER	27	1	3.7							26	96.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

NEW YORK

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	173,989	34,144	19.6	5,570	3.2	129	.1	402	.2	133,744	76.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	58,675	8,350	14.2	953	1.6	48	.1	174	.3	49,150	83.8
GS- 1 THRU 4	17,771	5,015	28.2	485	2.7	38	.2	29	.2	12,204	68.7
GS- 5 THRU 8	15,164	2,272	15.0	268	1.8	5		35	.2	12,584	83.0
GS- 9 THRU 11	14,726	771	5.2	118	.8	4		58	.4	13,775	93.5
GS-12 THRU 13	8,821	246	2.8	55	.6			32	.4	8,488	96.2
GS-14 THRU 15	2,089	44	2.1	25	1.2	1		20	1.0	1,999	95.7
GS-16 THRU 18	104	2	1.9	2	1.9					100	96.2
TOTAL WAGE SYSTEMS.....	19,433	3,878	20.0	955	4.9	28	.1	111	.6	14,461	74.4
UP THRU $5,499	6,912	2,458	35.6	663	9.6	12	.2	62	.9	3,717	53.8
$ 5,500 THRU $ 6,999	6,789	1,087	16.0	208	3.1	11	.2	31	.5	5,452	80.3
$ 7,000 THRU $ 7,999	3,850	263	6.8	50	1.3	4	.1	8	.2	3,525	91.6
$ 8,000 THRU $ 8,999	988	46	4.7	12	1.2	1	.1	3	.3	926	93.7
$ 9,000 THRU $ 9,999	540	16	3.0	9	1.7			2	.4	513	95.0
$10,000 THRU $13,999	252	7	2.8	10	4.0			3	1.2	232	92.1
$14,000 THRU $17,999	64	1	1.6	1	1.6			2	3.1	60	93.8
$18,000 AND OVER	38			2	5.3					36	94.7
TOTAL POSTAL FIELD SERVICE.....	94,194	21,712	23.1	3,609	3.8	52	.1	109	.1	68,712	72.9
PFS- 1 THRU 4*	85,358	20,817	24.4	3,481	4.1	45	.1	101	.1	60,914	71.4
PFS- 5 THRU 8	6,851	813	11.9	118	1.7	7	.1	7	.1	5,906	86.2
PFS- 9 THRU 11	1,529	67	4.4	7	.5			1	.1	1,454	95.1
PFS-12 THRU 15	418	12	2.9	3	.7					403	96.4
PFS-16 THRU 18	35	2	5.7							33	94.3
PFS-19 THRU 20	3	1	33.3							2	66.7
TOTAL OTHER PAY SYSTEMS	1,687	204	12.1	53	3.1	1	.1	8	.5	1,421	84.2
UP THRU $6,499	890	169	19.0	32	3.6			5	.6	684	76.9
$ 6,500 THRU $ 9,999	313	15	4.8	17	5.4			2	.6	279	89.1
$10,000 THRU $13,999	278	13	4.7	2	.7	1	.4			262	94.2
$14,000 THRU $17,999	115	5	4.3	2	1.7					108	93.9
$18,000 AND OVER	91	2	2.2					1	1.1	88	96.7
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

NORTH CAROLINA

TABLE 3-35

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	35,174	5,250	14.9	74	.2	154	.4	30	.1	29,666	84.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	14,576	1,119	7.7	39	.3	70	.5	24	.2	13,324	91.4
GS- 1 THRU 4	4,645	709	15.3	21	.5	27	.6	11	.2	3,877	83.5
GS- 5 THRU 8	4,704	267	5.7	6	.1	27	.6	5	.1	4,399	93.5
GS- 9 THRU 11	3,496	129	3.7	6	.2	16	.5	1		3,344	95.7
GS-12 THRU 13	1,373	11	.8	3	.2			4	.3	1,355	98.7
GS-14 THRU 15	341	3	.9	3	.9			3	.9	332	97.4
GS-16 THRU 18	18									18	100.0
TOTAL WAGE SYSTEMS.....	9,000	2,733	30.4	17	.2	63	.7	4		6,183	68.7
UP THRU $5,499	2,221	1,408	63.4	3	.1	17	.8	4	.2	789	35.5
$ 5,500 THRU $ 6,999	2,942	1,016	34.5	6	.2	32	1.1			1,888	64.2
$ 7,000 THRU $ 7,999	2,830	286	10.1	5	.2	12	.4			2,527	89.3
$ 8,000 THRU $ 8,999	393	20	5.1	2	.5	1	.3			370	94.1
$ 9,000 THRU $ 9,999	361	2	.6	1	.3	1	.3			357	98.9
$10,000 THRU $13,999	238	1	.4							237	99.6
$14,000 THRU $17,999	15									15	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	10,949	1,354	12.4	14	.1	21	.2	1		9,559	87.3
PFS- 1 THRU 5*	9,041	1,278	14.1	14	.2	18	.2	1		7,730	85.5
PFS- 6 THRU 9	1,588	73	4.6			3	.2			1,512	95.2
PFS-10 THRU 12	285	2	.7							283	99.3
PFS-13 THRU 16	34	1	2.9							33	97.1
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	649	44	6.8	4	.6			1	.2	600	92.4
UP THRU $6,499	245	13	5.3	2	.8					230	93.9
$ 6,500 THRU $ 9,999	308	31	10.1	2	.6					275	89.3
$10,000 THRU $13,999	50							1	2.0	49	98.0
$14,000 THRU $17,999	28									28	100.0
$18,000 THRU $25,999	12									12	100.0
$26,000 AND OVER	6									6	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-35a

NORTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	34,538	5,125	14.8	37	.1	129	.4	38	.1	29,209	84.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,691	1,010	7.4	22	.2	63	.5	29	.2	12,567	91.8
GS- 1 THRU 4	5,372	707	13.2	11	.2	31	.6	5	.1	4,618	86.0
GS- 5 THRU 8	3,919	218	5.6	7	.2	23	.6	19	.5	3,652	93.2
GS- 9 THRU 11	3,009	79	2.6	2	.1	9	.3	2	.1	2,917	96.9
GS-12 THRU 13	1,105	6	.5	1	.1			1	.1	1,097	99.3
GS-14 THRU 15	266			1	.4			2	.8	263	98.9
GS-16 THRU 18	20									20	100.0
TOTAL WAGE SYSTEMS.....	9,331	2,851	30.6	8	.1	59	.6	8	.1	6,405	68.6
UP THRU $5,499	4,419	2,231	50.5	4	.1	40	.9	5	.1	2,139	48.4
$ 5,500 THRU $ 6,999	2,961	550	18.6	1		16	.5	3	.1	2,391	80.7
$ 7,000 THRU $ 7,999	1,335	64	4.8	2	.1	3	.2			1,266	94.8
$ 8,000 THRU $ 8,999	287	5	1.7							282	98.3
$ 9,000 THRU $ 9,999	218	1	.5	1	.5					216	99.1
$10,000 THRU $13,999	104									104	100.0
$14,000 THRU $17,999	7									7	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	10,939	1,213	11.1	5		7	.1	1		9,713	88.8
PFS- 1 THRU 4*	9,174	1,165	12.7	5	.1	7	.1	1		7,996	87.2
PFS- 5 THRU 8	1,436	46	3.2							1,390	96.8
PFS- 9 THRU 11	284	2	.7							282	99.3
PFS-12 THRU 15	44									44	100.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	577	51	8.8	2	.3					524	90.8
UP THRU $6,499	256	19	7.4							237	92.6
$ 6,500 THRU $ 9,999	209	28	13.4	1	.5					180	86.1
$10,000 THRU $13,999	81	4	4.9	1	1.2					76	93.8
$14,000 THRU $17,999	16									16	100.0
$18,000 AND OVER	15									15	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-36

NORTH DAKOTA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,897	20	.3	12	.2	312	4.5	8	.1	6,545	94.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,137	14	.4	8	.3	172	5.5	5	.2	2,938	93.7
GS- 1 THRU 4	724	4	.6	1	.1	95	13.1	1	.1	623	86.0
GS- 5 THRU 8	923	3	.3	3	.3	47	5.1			870	94.3
GS- 9 THRU 11	1,063	7	.7	3	.3	22	2.1	2	.2	1,029	96.8
GS-12 THRU 13	379			1	.3	8	2.1	2	.5	368	97.1
GS-14 THRU 15	46									46	100.0
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	1,215	6	.5	1	.1	135	11.1	1	.1	1,072	88.2
UP THRU $5,499	6									6	100.0
$ 5,500 THRU $ 6,999	322	4	1.2	1	.3	42	13.0	1	.3	274	85.1
$ 7,000 THRU $ 7,999	395	2	.5			71	18.0			322	81.5
$ 8,000 THRU $ 8,999	340					9	2.6			331	97.4
$ 9,000 THRU $ 9,999	88					10	11.4			78	88.6
$10,000 THRU $13,999	64					3	4.7			61	95.3
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,476			3	.1	5	.2	2	.1	2,466	99.6
PFS- 1 THRU 5*	2,057			3	.1	4	.2	2	.1	2,048	99.6
PFS- 6 THRU 9	380					1	.3			379	99.7
PFS-10 THRU 12	34									34	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	69									69	100.0
UP THRU $6,499	45									45	100.0
$ 6,500 THRU $ 9,999	17									17	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-36a

NORTH DAKOTA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,821	54	.8	18	.3	436	6.4	11	.2	6,302	92.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,114	42	1.3	11	.4	258	8.3	10	.3	2,793	89.7
GS- 1 THRU 4	898	18	2.0	2	.2	138	15.4			740	82.4
GS- 5 THRU 8	887	15	1.7	5	.6	81	9.1	5	.6	781	88.0
GS- 9 THRU 11	969	8	.8	3	.3	30	3.1	1	.1	927	95.7
GS-12 THRU 13	318			1	.3	7	2.2	3	.9	307	96.5
GS-14 THRU 15	39	1	2.6			2	5.1	1	2.6	35	89.7
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	1,167	12	1.0	4	.3	169	14.5			982	84.1
UP THRU $5,499	396	8	2.0	4	1.0	125	31.6			259	65.4
$ 5,500 THRU $ 6,999	474	4	.8			40	8.4			430	90.7
$ 7,000 THRU $ 7,999	185					2	1.1			183	98.9
$ 8,000 THRU $ 8,999	81					2	2.5			79	97.5
$ 9,000 THRU $ 9,999	27									27	100.0
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,469			3	.1	7	.3	1		2,458	99.6
PFS- 1 THRU 4*	2,038			3	.1	6	.3	1		2,028	99.5
PFS- 5 THRU 8	384					1	.3			383	99.7
PFS- 9 THRU 11	37									37	100.0
PFS-12 THRU 15	10									10	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	71					2	2.8			69	97.2
UP THRU $6,499	40					1	2.5			39	97.5
$ 6,500 THRU $ 9,999	18					1	5.6			17	94.4
$10,000 THRU $13,999	10									10	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER	1									1	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

OHIO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	95,238	19,730	20.7	146	.2	36		122	.1	75,204	79.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	45,690	7,443	16.3	66	.1	14		107	.2	38,060	83.3
GS- 1 THRU 4	9,719	3,227	33.2	9	.1	4		5	.1	6,474	66.6
GS- 5 THRU 8	11,437	2,526	22.1	14	.1	6	.1	11	.1	8,880	77.6
GS- 9 THRU 11	10,926	1,146	10.5	17	.2	1		22	.2	9,740	89.1
GS-12 THRU 13	10,679	513	4.8	17	.2	2		32	.3	10,115	94.7
GS-14 THRU 15	2,817	30	1.1	9	.3	1		37	1.3	2,740	97.3
GS-16 THRU 18	112	1	.9							111	99.1
TOTAL WAGE SYSTEMS.....	13,106	3,206	24.5	23	.2	2		4		9,871	75.3
UP THRU $5,499	128	56	43.8							72	56.3
$ 5,500 THRU $ 6,999	3,106	1,616	52.0	7	.2			1		1,482	47.7
$ 7,000 THRU $ 7,999	2,772	861	31.1	4	.1	1		1		1,905	68.7
$ 8,000 THRU $ 8,999	2,191	361	16.5	5	.2					1,825	83.3
$ 9,000 THRU $ 9,999	2,971	229	7.7	4	.1	1				2,737	92.1
$10,000 THRU $13,999	1,825	82	4.5	3	.2			2	.1	1,738	95.2
$14,000 THRU $17,999	108	1	.9							107	99.1
$18,000 AND OVER	5									5	100.0
TOTAL POSTAL FIELD SERVICE.....	35,636	9,022	25.3	57	.2	20	.1	9		26,528	74.4
PFS- 1 THRU 5*	30,025	8,109	27.0	50	.2	18	.1	8		21,840	72.7
PFS- 6 THRU 9	4,503	853	18.9	6	.1	2		1		3,641	80.9
PFS-10 THRU 12	806	43	5.3							763	94.7
PFS-13 THRU 16	275	16	5.8	1	.4					258	93.8
PFS-17 THRU 19	24	1	4.2							23	95.8
PFS-20 THRU 21	3									3	100.0
TOTAL OTHER PAY SYSTEMS	806	59	7.3					2	.2	745	92.4
UP THRU $6,499	350	42	12.0					1	.3	307	87.7
$ 6,500 THRU $ 9,999	234	16	6.8							218	93.2
$10,000 THRU $13,999	89	1	1.1							88	98.9
$14,000 THRU $17,999	54									54	100.0
$18,000 THRU $25,999	13									13	100.0
$26,000 AND OVER	66							1	1.5	65	98.5

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-37a

OHIO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	95,406	19,802	20.8	111	.1	34		116	.1	75,343	79.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	45,880	7,348	16.0	66	.1	27	.1	100	.2	38,339	83.6
GS- 1 THRU 4	11,461	3,715	32.4	12	.1	12	.1	6	.1	7,716	67.3
GS- 5 THRU 8	10,952	2,246	20.5	10	.1	7	.1	12	.1	8,677	79.2
GS- 9 THRU 11	10,965	960	8.8	18	.2	6	.1	19	.2	9,962	90.9
GS-12 THRU 13	9,863	400	4.1	17	.2	2		40	.4	9,404	95.3
GS-14 THRU 15	2,534	26	1.0	9	.4			23	.9	2,476	97.7
GS-16 THRU 18	105	1	1.0							10	99.0
TOTAL WAGE SYSTEMS.....	13,192	3,392	25.7	9	.1	3		3		9,785	74.2
UP THRU $5,499	2,079	1,203	57.9	2	.1					874	42.0
$ 5,500 THRU $ 6,999	4,516	1,684	37.3	5	.1	1		2		2,824	62.5
$ 7,000 THRU $ 7,999	3,924	411	10.5	2	.1	2	.1	1		3,508	89.4
$ 8,000 THRU $ 8,999	1,872	82	4.4							1,790	95.6
$ 9,000 THRU $ 9,999	445	9	2.0							436	98.0
$10,000 THRU $13,999	344	3	.9							341	99.1
$14,000 THRU $17,999	12									12	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	35,400	8,962	25.3	36	.1	4		11		26,387	74.5
PFS- 1 THRU 4*	30,506	8,380	27.5	34	.1	3		11		22,078	72.4
PFS- 5 THRU 8	3,841	531	13.8	2	.1	1				3,307	86.1
PFS- 9 THRU 11	800	44	5.5							756	94.5
PFS-12 THRU 15	226	7	3.1							219	96.9
PFS-16 THRU 18	24									24	100.0
PFS-19 THRU 20	3									3	100.0
TOTAL OTHER PAY SYSTEMS	934	100	10.7					2	.2	832	89.1
UP THRU $6,499	453	94	20.8					1	.2	358	79.0
$ 6,500 THRU $ 9,999	222	2	.9					1	.5	219	98.6
$10,000 THRU $13,999	99	3	3.0							96	97.0
$14,000 THRU $17,999	43									43	100.0
$18,000 AND OVER	117	1	.9							116	99.1
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-38

OKLAHOMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	54,055	3,450	6.4	308	.6	2,788	5.2	41	.1	47,468	87.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	24,674	880	3.6	143	.6	1,487	6.0	25	.1	22,139	89.7
GS- 1 THRU 4	6,333	434	6.9	40	.6	637	10.1	10	.2	5,212	82.3
GS- 5 THRU 8	6,867	258	3.8	38	.6	406	5.9	6	.1	6,159	89.7
GS- 9 THRU 11	7,708	164	2.1	52	.7	315	4.1	5	.1	7,172	93.0
GS-12 THRU 13	3,250	22	.7	12	.4	106	3.3	4	.1	3,106	95.6
GS-14 THRU 15	502	2	.4	1	.2	23	4.6			476	94.8
GS-16 THRU 18	14									14	100.0
TOTAL WAGE SYSTEMS.....	20,901	2,092	10.0	141	.7	1,032	4.9	12	.1	17,624	84.3
UP THRU $5,499	1,061	265	25.0	19	1.8	126	11.9	2	.2	649	61.2
$ 5,500 THRU $ 6,999	8,942	1,177	13.2	53	.6	418	4.7	9	.1	7,285	81.5
$ 7,000 THRU $ 7,999	8,163	591	7.2	60	.7	360	4.4	1		7,151	87.6
$ 8,000 THRU $ 8,999	1,400	34	2.4	4	.3	64	4.6			1,29[illegible]	92.7
$ 9,000 THRU $ 9,999	694	20	2.9	4	.6	40	5.8			63[illegible]	90.8
$10,000 THRU $13,999	607	5	.8	1	.2	24	4.0			57[illegible]	95.1
$14,000 THRU $17,999	29									29	100.0
$18,000 AND OVER	5									5	100.0
TOTAL POSTAL FIELD SERVICE.....	8,197	467	5.7	24	.3	251	3.1			7,451	90.9
PFS- 1 THRU 5*	6,960	437	6.3	22	.3	201	2.9		.1	6,296	90.5
PFS- 6 THRU 9	992	27	2.7	2	.2	41	4.1			922	92.9
PFS-10 THRU 12	201	2	1.0			8	4.0			191	95.0
PFS-13 THRU 16	34	1	2.9			1	2.9			32	94.1
PFS-17 THRU 19	10									10	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	283	11	3.9			18	6.4			254	89.8
UP THRU $6,499	125	8	6.4			14	11.2			103	82.4
$ 6,500 THRU $ 9,999	109	1	.9			1	.9			107	98.2
$10,000 THRU $13,999	22					2	9.1			20	90.9
$14,000 THRU $17,999	17	2	11.8			1	5.9			14	82.4
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	5									5	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-38a

OKLAHOMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	53,964	3,491	6.5	296	.5	2,574	4.8	34	.1	47,569	88.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	24,808	870	3.5	135	.5	1,342	5.4	22	.1	22,439	90.5
GS- 1 THRU 4	7,501	461	6.1	41	.5	621	8.3	9	.1	6,369	84.9
GS- 5 THRU 8	6,890	266	3.9	45	.7	385	5.6	7	.1	6,187	89.8
GS- 9 THRU 11	7,118	127	1.8	42	.6	238	3.3	3		6,708	94.2
GS-12 THRU 13	2,846	14	.5	6	.2	84	3.0	3	.1	2,739	96.2
GS-14 THRU 15	439	2	.5			14	3.2			423	96.4
GS-16 THRU 18	14			1	7.1					13	92.9
TOTAL WAGE SYSTEMS.....	20,760	2,158	10.4	137	.7	1,001	4.8	9		17,455	84.1
UP THRU $5,499	6,377	816	12.8	57	.9	440	6.9	8	.1	5,056	79.3
$ 5,500 THRU $ 6,999	12,182	1,306	10.7	71	.6	500	4.1	1		10,304	84.6
$ 7,000 THRU $ 7,999	1,443	32	2.2	7	.5	45	3.1			1,359	94.2
$ 8,000 THRU $ 8,999	531	3	.6	1	.2	15	2.8			512	96.4
$ 9,000 THRU $ 9,999	159	1	.6	1	.6					157	98.7
$10,000 THRU $13,999	62					1	1.6			61	98.4
$14,000 THRU $17,999	6									6	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	8,116	450	5.5	24	.3	223	2.7	1		7,418	91.4
PFS- 1 THRU 4*	6,932	430	6.2	23	.3	189	2.7	1		6,289	90.7
PFS- 5 THRU 8	947	19	2.0	1	.1	29	3.1			898	94.8
PFS- 9 THRU 11	203	1	.5			5	2.5			197	97.0
PFS-12 THRU 15	32									32	100.0
PFS-16 THRU 18	2									2	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	280	13	4.6			8	2.9	2	.7	257	91.8
UP THRU $6,499	150	10	6.7			3	2.0	1	.7	136	90.7
$ 6,500 THRU $ 9,999	87					4	4.6	1	1.1	82	94.3
$10,000 THRU $13,999	27	3	11.1							24	88.9
$14,000 THRU $17,999	9									9	100.0
$18,000 AND OVER	7					1	14.3			6	85.7
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-39

OREGON

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21,973	439	2.0	76	.3	203	.9	198	.9	21,057	95.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,614	184	1.5	39	.3	156	1.2	120	1.0	12,115	96.0
GS- 1 THRU 4	2,528	88	3.5	9	.4	41	1.6	16	.6	2,374	93.9
GS- 5 THRU 8	3,795	58	1.5	15	.4	60	1.6	39	1.0	3,623	95.5
GS- 9 THRU 11	3,742	30	.8	13	.3	33	.9	30	.8	3,636	97.2
GS-12 THRU 13	2,075	7	.3	1		15	.7	27	1.3	2,025	97.6
GS-14 THRU 15	460	1	.2	1	.2	7	1.5	8	1.7	443	96.3
GS-16 THRU 18	14									14	100.0
TOTAL WAGE SYSTEMS.....	3,114	107	3.4	21	.7	33	1.1	10	.3	2,943	94.5
UP THRU $5,499	20			1	5.0					19	95.0
$ 5,500 THRU $ 6,999	727	55	7.6	3	.4	5	.7	1	.1	663	91.2
$ 7,000 THRU $ 7,999	537	21	3.9	8	1.5	9	1.7			499	92.9
$ 8,000 THRU $ 8,999	664	19	2.9	6	.9	7	1.1	5	.8	627	94.4
$ 9,000 THRU $ 9,999	414	8	1.9	2	.5	6	1.4	2	.5	396	95.7
$10,000 THRU $13,999	714	4	.6	1	.1	6	.8	2	.3	701	98.2
$14,000 THRU $17,999	33									33	100.0
$18,000 AND OVER	5									5	100.0
TOTAL POSTAL FIELD SERVICE.....	5,068	147	2.4	16	.3	12	.2	65	1.1	5,828	96.0
PFS- 1 THRU 5*	5,033	131	2.6	15	.3	11	.2	49	1.0	4,827	95.9
PFS- 6 THRU 9	861	14	1.6	1	.1	1	.1	16	1.9	829	96.3
PFS-10 THRU 12	136	1	.7							135	99.3
PFS-13 THRU 16	37	1	2.7							36	97.3
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	177	1	.6			2	1.1	3	1.7	171	96.6
UP THRU $6,499	100					2	2.0			98	98.0
$ 6,500 THRU $ 9,999	53							2	3.8	51	96.2
$10,000 THRU $13,999	9									9	100.0
$14,000 THRU $17,999	5							1	20.0	4	80.0
$18,000 THRU $25,999	7	1	14.3							6	85.7
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-39a

OREGON

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	22,458	464	2.1	62	.3	217	1.0	198	.9	21,517	95.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,629	190	1.5	17	.1	159	1.3	120	1.0	12,143	96.2
GS- 1 THRU 4	3,040	113	3.7	2	.1	60	2.0	24	.8	2,841	93.5
GS- 5 THRU 8	3,638	48	1.3	7	.2	51	1.4	34	.9	3,498	96.2
GS- 9 THRU 11	3,714	24	.6	8	.2	30	.8	32	.9	3,620	97.5
GS-12 THRU 13	1,798	5	.3			14	.8	26	1.4	1,753	97.5
GS-14 THRU 15	424					4	.9	4	.9	416	98.1
GS-16 THRU 18	15									15	100.0
TOTAL WAGE SYSTEMS.....	3,678	114	3.1	33	.9	42	1.1	12	.3	3,477	94.5
UP THRU $5,499	833	65	7.8	17	2.0	13	1.6	1	.1	737	88.5
$ 5,500 THRU $ 6,999	1,216	41	3.4	13	1.1	17	1.4	3	.2	1,142	93.9
$ 7,000 THRU $ 7,999	790	6	.8	2	.3	8	1.0	6	.8	768	97.2
$ 8,000 THRU $ 8,999	240	2	.8			4	1.7	1	.4	233	97.1
$ 9,000 THRU $ 9,999	346							1	.3	345	99.7
$10,000 THRU $13,999	246			1	.4					245	99.6
$14,000 THRU $17,999	7									7	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	5,987	158	2.6	11	.2	13	.2	65	1.1	5,740	95.9
PFS- 1 THRU 4*	4,896	135	2.8	10	.2	13	.3	55	1.1	4,683	95.6
PFS- 5 THRU 8	918	23	2.5	1	.1			10	1.1	884	96.3
PFS- 9 THRU 11	145									145	100.0
PFS-12 THRU 15	27									27	100.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	164	2	1.2	1	.6	3	1.8	1	.6	157	95.7
UP THRU $6,499	122	1	.8	1	.8	2	1.6			118	96.7
$ 6,500 THRU $ 9,999	21									21	100.0
$10,000 THRU $13,999	7					1	14.3	1	14.3	5	71.4
$14,000 THRU $17,999	10	1	10.0							9	90.0
$18,000 AND OVER	4									4	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-40

PENNSYLVANIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	136,984	25,313	18.5	259	.2	45		137	.1	111,230	81.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	63,487	10,345	16.3	112	.2	14		96	.2	52,920	83.4
GS- 1 THRU 4	18,010	5,195	28.8	35	.2	2		18	.1	12,760	70.8
GS- 5 THRU 8	16,804	3,268	19.4	29	.2	6		17	.1	13,484	80.2
GS- 9 THRU 11	17,725	1,516	8.6	28	.2	5		26	.1	16,150	91.1
GS-12 THRU 13	9,272	332	3.6	14	.2	1		27	.3	8,898	96.0
GS-14 THRU 15	1,624	33	2.0	6	.4			8	.5	1,577	97.1
GS-16 THRU 18	52	1	1.9							51	98.1
TOTAL WAGE SYSTEMS.....	30,836	7,160	23.2	100	.3	8		24	.1	23,544	76.4
UP THRU $5,499	2,231	1,522	68.2	4	.2			3	.1	702	31.5
$ 5,500 THRU $ 6,999	10,683	3,186	29.8	27	.3			5		7,465	69.9
$ 7,000 THRU $ 7,999	7,928	1,336	16.9	31	.4	2		6	.1	6,553	82.7
$ 8,000 THRU $ 8,999	7,023	953	13.6	31	.4	4	.1	8	.1	6,027	85.8
$ 9,000 THRU $ 9,999	1,572	108	6.9	2	.1	1	.1	1	.1	1,460	92.9
$10,000 THRU $13,999	1,333	54	4.1	5	.4	1	.1	1	.1	1,272	95.4
$14,000 THRU $17,999	58	1	1.7							57	98.3
$18,000 AND OVER	8									8	100.0
TOTAL POSTAL FIELD SERVICE.....	42,058	7,764	18.5	46	.1	23	.1	17		34,208	81.3
PFS- 1 THRU 5*	35,891	6,998	19.5	40	.1	18	.1	14		28,821	80.3
PFS- 6 THRU 9	4,916	712	14.5	5	.1	5	.1	3	.1	4,191	85.3
PFS-10 THRU 12	914	35	3.8	1	.1					878	96.1
PFS-13 THRU 16	311	17	5.5							294	94.5
PFS-17 THRU 19	22	2	9.1							20	90.9
PFS-20 THRU 21	4									4	100.0
TOTAL OTHER PAY SYSTEMS	603	44	7.3	1	.2					558	92.5
UP THRU $6,499	308	30	9.7	1	.3					277	89.9
$ 6,500 THRU $ 9,999	198	11	5.6							187	94.4
$10,000 THRU $13,999	44									44	100.0
$14,000 THRU $17,999	27	2	7.4							25	92.6
$18,000 THRU $25,999	15	1	6.7							14	93.3
$26,000 AND OVER	11									11	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

PENNSYLVANIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	138,863	26,086	18.8	225	.2	24		137	.1	112,391	80.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	62,186	10,146	16.3	89	.1	10		60	.1	51,881	83.4
GS- 1 THRU 4	19,743	5,779	29.3	31	.2	3		10	.1	13,920	70.5
GS- 5 THRU 8	16,094	2,864	17.8	23	.1	2		6		13,199	82.0
GS- 9 THRU 11	16,676	1,249	7.5	18	.1	3		15	.1	15,391	92.3
GS-12 THRU 13	8,163	232	2.8	10	.1	2		23	.3	7,896	96.7
GS-14 THRU 15	1,455	21	1.4	7	.5			6	.4	1,421	97.7
GS-16 THRU 18	55	1	1.8							54	98.2
TOTAL WAGE SYSTEMS.....	33,817	8,100	24.0	104	.3	11		15		25,587	75.7
UP THRU $5,499	8,343	3,190	38.2	15	.2	3		6	.1	5,129	61.5
$ 5,500 THRU $ 6,999	13,475	3,289	24.4	39	.3	3		1		10,143	75.3
$ 7,000 THRU $ 7,999	9,283	1,468	15.8	46	.5	4		8	.1	7,757	83.6
$ 8,000 THRU $ 8,999	1,736	125	7.2	3	.2					1,608	92.6
$ 9,000 THRU $ 9,999	681	23	3.4	1	.1	1	.1			656	96.3
$10,000 THRU $13,999	260	5	1.9							255	98.1
$14,000 THRU $17,999	39									39	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	42,154	7,783	18.5	31	.1	3		61	.1	34,276	81.3
PFS- 1 THRU 4*	36,453	7,228	19.8	29	.1	3		51	.1	29,142	79.9
PFS- 5 THRU 8	4,476	515	11.5	1				9	.2	3,951	88.3
PFS- 9 THRU 11	950	32	3.4	1	.1			1	.1	916	96.4
PFS-12 THRU 15	250	7	2.8							243	97.2
PFS-16 THRU 18	21	1	4.8							20	95.2
PFS-19 THRU 20	4									4	100.0
TOTAL OTHER PAY SYSTEMS	706	57	8.1	1	.1			1	.1	647	91.6
UP THRU $6,499	550	55	10.0	1	.2			1	.2	493	89.6
$ 6,500 THRU $ 9,999	69									69	100.0
$10,000 THRU $13,999	55									55	100.0
$14,000 THRU $17,999	17	2	11.8							15	88.2
$18,000 AND OVER	15									15	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-41

RHODE ISLAND

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14,847	438	3.0	20	.1	9	.1	23	.2	14,357	96.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,063	125	2.1	9	.1	3		13	.2	5,913	97.5
GS- 1 THRU 4	1,769	60	3.4	4	.2	1	.1	1	.1	1,703	96.3
GS- 5 THRU 8	1,801	34	1.9	1	.1	1	.1	7	.4	1,758	97.6
GS- 9 THRU 11	1,718	22	1.3	2	.1	1	.1	1	.1	1,692	98.5
GS-12 THRU 13	663	7	1.1					3	.5	653	98.5
GS-14 THRU 15	105	2	1.9	2	1.9					101	96.2
GS-16 THRU 18	7							1	14.3	6	85.7
TOTAL WAGE SYSTEMS.....	5,547	213	3.8	10	.2	6	.1	9	.2	5,309	95.7
UP THRU $5,499	404	42	10.4	1	.2			2	.5	359	88.9
$ 5,500 THRU $ 6,999	2,017	107	5.3	3	.1			7	.3	1,900	94.2
$ 7,000 THRU $ 7,999	2,483	57	2.3	4	.2	6	.2			2,416	97.3
$ 8,000 THRU $ 8,999	256	4	1.6	1	.4					251	98.0
$ 9,000 THRU $ 9,999	278	3	1.1	1	.4					274	98.6
$10,000 THRU $13,999	94									94	100.0
$14,000 THRU $17,999	15									15	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,168	100	3.2	1				1		3,066	96.8
PFS- 1 THRU 5*	2,674	83	3.1	1				1		2,589	96.8
PFS- 6 THRU 9	418	15	3.6							403	96.4
PFS-10 THRU 12	64	2	3.1							62	96.9
PFS-13 THRU 16	11									11	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	69									69	100.0
UP THRU $6,499	25									25	100.0
$ 6,500 THRU $ 9,999	21									21	100.0
$10,000 THRU $13,999	5									5	100.0
$14,000 THRU $17,999	5									5	100.0
$18,000 THRU $25,999	10									10	100.0
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

471

TABLE 3-41a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	14,689	413	2.8	5		2		10	.1	14,259	97.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,150	110	2.1	2				6	.1	5,032	97.7
GS- 1 THRU 4	1,895	66	3.5	2	.1			1	.1	1,826	96.4
GS- 5 THRU 8	1,281	25	2.0							1,256	98.0
GS- 9 THRU 11	1,372	11	.8					2	.1	1,359	99.1
GS-12 THRU 13	505	8	1.6					2	.4	495	98.0
GS-14 THRU 15	90									90	100.0
GS-16 THRU 18	7							1	14.3	6	85.7
TOTAL WAGE SYSTEMS.....	5,936	225	3.8	3	.1	1		3	.1	5,704	96.1
UP THRU $5,499	765	70	9.2	1	.1			3	.4	691	90.3
$ 5,500 THRU $ 6,999	4,097	145	3.5	2		1				3,949	96.4
$ 7,000 THRU $ 7,999	652	7	1.1							645	98.9
$ 8,000 THRU $ 8,999	320	3	.9							317	99.1
$ 9,000 THRU $ 9,999	68									68	100.0
$10,000 THRU $13,999	28									28	100.0
$14,000 THRU $17,999	6									6	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,524	78	2.2			1		1		3,444	97.7
PFS- 1 THRU 4*	3,066	67	2.2			1		1		2,997	97.7
PFS- 5 THRU 8	374	11	2.9							363	97.1
PFS- 9 THRU 11	69									69	100.0
PFS-12 THRU 15	14									14	100.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	79									79	100.0
UP THRU $6,499	43									43	100.0
$ 6,500 THRU $ 9,999	11									11	100.0
$10,000 THRU $13,999	9									9	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER	13									13	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

SOUTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	28,451	4,633	16.3	44	.2	20	.1	22	.1	23,732	83.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	11,542	743	6.4	26	.2	4		11	.1	10,758	93.2
GS- 1 THRU 4	3,425	493	14.4	8	.2	2	.1	6	.2	2,916	85.1
GS- 5 THRU 8	3,859	181	4.7	6	.2	1		3	.1	3,668	95.1
GS- 9 THRU 11	2,903	56	1.9	5	.2	1		1		2,840	97.8
GS-12 THRU 13	1,152	12	1.0	1	.1					1,139	98.9
GS-14 THRU 15	195	1	.5	6	3.1			1	.5	187	95.9
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	11,407	3,344	29.3	15	.1	8	.1	5		8,035	70.4
UP THRU $5,499	1,594	1,252	78.5			2	.1			340	21.3
$ 5,500 THRU $ 6,999	2,880	1,270	44.1	4	.1	3	.1	4	.1	1,599	55.5
$ 7,000 THRU $ 7,999	2,566	438	17.1	5	.2	3	.1	1		2,119	82.6
$ 8,000 THRU $ 8,999	3,018	358	11.9	5	.2					2,655	88.0
$ 9,000 THRU $ 9,999	531	15	2.8	1	.2					515	97.0
$10,000 THRU $13,999	802	11	1.4							791	98.6
$14,000 THRU $17,999	13									13	100.0
$18,000 AND OVER	3									3	100.0
TOTAL POSTAL FIELD SERVICE.....	5,257	531	10.1	3	.1	8	.2	6	.1	4,709	89.6
PFS- 1 THRU 5*	4,338	504	11.6	2		6	.1	4	.1	3,822	88.1
PFS- 6 THRU 9	755	27	3.6	1	.1	2	.3	2	.3	723	95.8
PFS-10 THRU 12	147									147	100.0
PFS-13 THRU 16	17									17	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	245	15	6.1							230	93.9
UP THRU $6,499	88	8	9.1							80	90.9
$ 6,500 THRU $ 9,999	133	7	5.3							126	94.7
$10,000 THRU $13,999	12									12	100.0
$14,000 THRU $17,999	8									8	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

SOUTH CAROLINA

TABLE 3-42a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	29,073	4,655	16.0	20	.1	8		21	.1	24,369	83.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	11,378	634	5.6	8	.1	1		14	.1	10,721	94.2
GS- 1 THRU 4	4,114	485	11.8	4	.1			9	.2	3,616	87.9
GS- 5 THRU 8	3,338	99	3.0	2	.1			4	.1	3,233	96.9
GS- 9 THRU 11	2,728	43	1.6			1				2,684	98.4
GS-12 THRU 13	1,013	6	.6	1	.1					1,006	99.3
GS-14 THRU 15	174	1	.6	1	.6			1	.6	171	98.3
GS-16 THRU 18	11									11	100.0
TOTAL WAGE SYSTEMS.....	12,215	3,539	29.0	8	.1	4		5		8,659	70.9
UP THRU $5,499	2,781	1,754	63.1	1				1		1,025	36.9
$ 5,500 THRU $ 6,999	3,496	1,208	34.6	2	.1	4	.1	2	.1	2,280	65.2
$ 7,000 THRU $ 7,999	4,412	551	12.5	5	.1			2		3,854	87.4
$ 8,000 THRU $ 8,999	547	20	3.7							527	96.3
$ 9,000 THRU $ 9,999	784	6	.8							778	99.2
$10,000 THRU $13,999	178									178	100.0
$14,000 THRU $17,999	17									17	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	5,236	463	8.8	4	.1	3	.1	2		4,764	91.0
PFS- 1 THRU 4*	4,345	443	10.2	3	.1	3	.1	2		3,894	89.6
PFS- 5 THRU 8	714	20	2.8	1	.1					693	97.1
PFS- 9 THRU 11	155									155	100.0
PFS-12 THRU 15	22									22	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	244	19	7.8							225	92.2
UP THRU $6,499	149	13	8.7							136	91.3
$ 6,500 THRU $ 9,999	79	6	7.6							73	92.4
$10,000 THRU $13,999	7									7	100.0
$14,000 THRU $17,999	6									6	100.0
$18,000 AND OVER	3									3	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-43

SOUTH DAKOTA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,987	37	.5	25	.3	662	8.3	8	.1	7,255	90.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,925	26	.7	13	.3	388	9.9	4	.1	3,494	89.0
GS- 1 THRU 4	1,052	7	.7	4	.4	216	20.5			825	78.4
GS- 5 THRU 8	1,138	6	.5	7	.6	93	8.2	1	.1	1,031	90.6
GS- 9 THRU 11	1,243	10	.8	2	.2	63	5.1	3	.2	1,165	93.7
GS-12 THRU 13	409	2	.5			14	3.4			393	96.1
GS-14 THRU 15	80	1	1.3			2	2.5			77	96.3
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	1,452	8	.6	9	.6	249	17.1	2	.1	1,184	81.5
UP THRU $5,499	180	4	2.2			46	25.6	1	.6	129	71.7
$ 5,500 THRU $ 6,999	496	3	.6	4	.8	150	30.2			339	68.3
$ 7,000 THRU $ 7,999	353			4	1.1	38	10.8	1	.3	310	87.8
$ 8,000 THRU $ 8,999	270	1	.4			8	3.0			261	96.7
$ 9,000 THRU $ 9,999	77			1	1.3	2	2.6			74	96.1
$10,000 THRU $13,999	75					5	6.7			70	93.3
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,497	3	.1	3	.1	24	1.0	1		2,466	98.8
PFS- 1 THRU 5*	2,064	3	.1	2	.1	20	1.0	1		2,038	98.7
PFS- 6 THRU 9	382			1	.3	4	1.0			377	98.7
PFS-10 THRU 12	49									49	100.0
PFS-13 THRU 16	2									2	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	113					1	.9	1	.9	111	98.2
UP THRU $6,499	51							1	2.0	50	98.0
$ 6,500 THRU $ 9,999	50					1	2.0			49	98.0
$10,000 THRU $13,999	10									10	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-43a

SOUTH DAKOTA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,374	47	.6	22	.3	950	11.3	12	.1	7,343	87.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,271	33	.8	14	.3	615	14.4	8	.2	3,601	84.3
GS- 1 THRU 4	1,398	10	.7	6	.4	393	28.1	2	.1	987	70.6
GS- 5 THRU 8	1,210	9	.7	5	.4	138	11.4	1	.1	1,057	87.4
GS- 9 THRU 11	1,188	13	1.1	2	.2	62	5.2	5	.4	1,106	93.1
GS-12 THRU 13	398	1	.3			17	4.3			380	95.5
GS-14 THRU 15	72			1	1.4	5	6.9			66	91.7
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....	1,452	9	.6	7	.5	314	21.6	2	.1	1,120	77.1
UP THRU $5,499	674	7	1.0	1	.1	248	36.8	1	.1	417	61.9
$ 5,500 THRU $ 6,999	476	1	.2	4	.8	64	13.4	1	.2	406	85.3
$ 7,000 THRU $ 7,999	126	1	.8			2	1.6			123	97.6
$ 8,000 THRU $ 8,999	134			1	.7					133	99.3
$ 9,000 THRU $ 9,999	39									39	100.0
$10,000 THRU $13,999	3			1	33.3					2	66.7
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,522	5	.2	1		20	.8	1		2,495	98.9
PFS- 1 THRU 4*	2,071	5	.2	1		16	.8	1		2,048	98.9
PFS- 5 THRU 8	391					4	1.0			387	99.0
PFS- 9 THRU 11	53									53	100.0
PFS-12 THRU 15	7									7	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	129					1	.8	1	.8	127	98.4
UP THRU $6,499	44									44	100.0
$ 6,500 THRU $ 9,999	49							1	2.0	48	98.0
$10,000 THRU $13,999	21					1	4.8			20	95.2
$14,000 THRU $17,999	8									8	100.0
$18,000 AND OVER	7									7	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TENNESSEE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	40,609	5,779	14.2	38	.1	34	.1	29	.1	34,729	85.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,777	896	7.0	21	.2	11	.1	5		11,844	92.7
GS- 1 THRU 4	3,526	673	19.1	5	.1	3	.1			2,845	80.7
GS- 5 THRU 8	3,643	118	3.2	3	.1	1		1		3,520	96.6
GS- 9 THRU 11	3,370	95	2.8	6	.2	4	.1	3	.1	3,262	96.8
GS-12 THRU 13	1,775	9	.5	4	.2	2	.1			1,760	99.2
GS-14 THRU 15	443	1	.2	3	.7	1	.2	1	.2	437	98.6
GS-16 THRU 18	20									20	100.0
TOTAL WAGE SYSTEMS.....	11,604	2,657	22.9	5		8	.1	1		8,933	77.0
UP THRU $5,499	1,249	873	69.9							376	30.1
$ 5,500 THRU $ 6,999	3,615	1,508	41.7	4	.1	3	.1			2,100	58.1
$ 7,000 THRU $ 7,999	2,257	204	9.0			2	.1	1		2,050	90.8
$ 8,000 THRU $ 8,999	1,356	38	2.8			1	.1			1,317	97.1
$ 9,000 THRU $ 9,999	983	23	2.3	1	.1					959	97.6
$10,000 THRU $13,999	2,130	11	.5			2	.1			2,117	99.4
$14,000 THRU $17,999	14									14	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	10,483	1,765	16.8	7	.1	8	.1	3		8,700	83.0
PFS- 1 THRU 5*	8,457	1,604	19.0	7	.1	5	.1	2		6,839	80.9
PFS- 6 THRU 9	1,552	148	9.5			2	.1	1	.1	1,401	90.3
PFS-10 THRU 12	308	8	2.6			1	.3			299	97.1
PFS-13 THRU 16	144	5	3.5							139	96.5
PFS-17 THRU 19	20									20	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	5,745	461	8.0	5	.1	7	.1	20	.3	5,252	91.4
UP THRU $6,499	1,099	314	28.6	5	.5	4	.4	3	.3	773	70.3
$ 6,500 THRU $ 9,999	1,877	115	6.1			3	.2	2	.1	1,757	93.6
$10,000 THRU $13,999	1,191	27	2.3					13	1.1	1,151	96.6
$14,000 THRU $17,999	919	3	.3					2	.2	914	99.5
$18,000 THRU $25,999	617	2	.3							615	99.7
$26,000 AND OVER	42									42	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

A71-1

1969 MINORITY GROUP STUDY

TABLE 3-44a

TENNESSEE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	40,860	5,801	14.2	24	.1	12		16		35,007	85.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,663	784	6.2	14	.1	5		4		11,856	93.6
GS- 1 THRU 4	4,308	626	14.5	1		1				3,680	85.4
GS- 5 THRU 8	3,252	102	3.1	3	.1			1		3,146	96.7
GS- 9 THRU 11	3,145	50	1.6	2	.1	2	.1	3	.1	3,088	98.2
GS-12 THRU 13	1,538	4	.3	5	.3	1	.1			1,528	99.3
GS-14 THRU 15	397	2	.5	3	.8	1	.3			391	98.5
GS-16 THRU 18	23									23	100.0
TOTAL WAGE SYSTEMS.....	12,317	3,031	24.6	8	.1	4				9,274	75.3
UP THRU $5,499	3,898	2,366	60.7	4	.1	1				1,527	39.2
$ 5,500 THRU $ 6,999	4,352	612	14.1	3	.1	1				3,736	85.8
$ 7,000 THRU $ 7,999	1,595	36	2.3	1	.1					1,558	97.7
$ 8,000 THRU $ 8,999	914	14	1.5			1	.1			899	98.4
$ 9,000 THRU $ 9,999	1,311	3	.2			1	.1			1,307	99.7
$10,000 THRU $13,999	247									247	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	10,263	1,586	15.5	2		1		2		8,672	84.5
PFS- 1 THRU 4*	8,394	1,475	17.6	2		1		1		6,915	82.4
PFS- 5 THRU 8	1,423	104	7.3					1	.1	1,318	92.6
PFS- 9 THRU 11	301	4	1.3							297	98.7
PFS-12 THRU 15	127	3	2.4							124	97.6
PFS-16 THRU 18	16									16	100.0
PFS-19 THRU 20	2									2	100.0
TOTAL OTHER PAY SYSTEMS	5,617	400	7.1			2		10	.2	5,205	92.7
UP THRU $6,499	1,821	333	18.3			2	.1	2	.1	1,484	81.5
$ 6,500 THRU $ 9,999	1,611	58	3.6					6	.4	1,547	96.0
$10,000 THRU $13,999	1,174	8	.7					2	.2	1,164	99.1
$14,000 THRU $17,999	757	1	.1							756	99.9
$18,000 AND OVER	254									254	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-45

TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	143,058	13,076	9.1	27,337	19.1	277	.2	187	.1	102,181	71.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	71,533	3,192	4.5	8,880	12.4	156	.2	121	.2	59,184	82.7
GS- 1 THRU 4	19,473	1,854	9.5	3,902	20.0	43	.2	35	.2	13,639	70.0
GS- 5 THRU 8	20,568	818	4.0	2,939	14.3	37	.2	37	.2	16,737	81.4
GS- 9 THRU 11	18,983	404	2.1	1,648	8.7	39	.2	21	.1	16,871	88.9
GS-12 THRU 13	9,786	104	1.1	330	3.4	27	.3	19	.2	9,306	95.1
GS-14 THRU 15	2,638	12	.5	60	2.3	9	.3	9	.3	2,548	96.6
GS-16 THRU 18	85			1	1.2	1	1.2			83	97.6
TOTAL WAGE SYSTEMS.....	38,556	4,715	12.2	14,581	37.8	56	.1	36	.1	19,168	49.7
UP THRU $5,499	5,117	1,340	26.2	2,501	48.9	6	.1	7	.1	1,263	24.7
$ 5,500 THRU $ 6,999	11,532	2,216	19.2	4,994	43.3	15	.1	10	.1	4,297	37.3
$ 7,000 THRU $ 7,999	12,654	957	7.6	4,959	39.2	18	.1	10	.1	6,710	53.0
$ 8,000 THRU $ 8,999	6,233	176	2.8	1,713	27.5	10	.2	6	.1	4,328	69.4
$ 9,000 THRU $ 9,999	1,706	17	1.0	302	17.7	4	.2	2	.1	1,381	80.9
$10,000 THRU $13,999	1,250	8	.6	109	8.7	3	.2	1	.1	1,129	90.3
$14,000 THRU $17,999	53	1	1.9	3	5.7					49	92.5
$18,000 AND OVER	11									11	100.0
TOTAL POSTAL FIELD SERVICE.....	32,159	5,115	15.9	3,832	11.9	65	.2	30	.1	23,117	71.9
PFS- 1 THRU 5*	26,268	4,647	17.7	3,365	12.8	48	.2	25	.1	18,183	69.2
PFS- 6 THRU 9	4,689	461	9.8	432	9.2	12	.3	4	.1	3,780	80.6
PFS-10 THRU 12	877	6	.7	28	3.2	4	.5	1	.1	838	95.6
PFS-13 THRU 16	291	1	.3	7	2.4	1	.3			282	96.9
PFS-17 THRU 19	32									32	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	810	54	6.7	44	5.4					712	87.9
UP THRU $6,499	377	43	11.4	26	6.9					308	81.7
$ 6,500 THRU $ 9,999	262	8	3.1	15	5.7					239	91.2
$10,000 THRU $13,999	51			1	2.0					50	98.0
$14,000 THRU $17,999	58	2	3.4	2	3.4					54	93.1
$18,000 THRU $25,999	18	1	5.6							17	94.4
$26,000 AND OVER	44									44	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-45a

TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	143,650	12,382	8.6	25,872	18.0	234	.2	162	.1	105,000	73.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	70,808	2,937	4.1	8,279	11.7	124	.2	106	.1	59,362	83.8
GS- 1 THRU 4	22,198	1,847	8.3	4,039	18.2	32	.1	39	.2	16,241	73.2
GS- 5 THRU 8	20,212	716	3.5	2,660	13.2	35	.2	26	.1	16,775	83.0
GS- 9 THRU 11	17,695	315	1.8	1,338	7.6	31	.2	20	.1	15,991	90.4
GS-12 THRU 13	8,459	53	.6	207	2.4	19	.2	13	.2	8,167	96.5
GS-14 THRU 15	2,147	6	.3	35	1.6	5	.2	8	.4	2,093	97.5
GS-16 THRU 18	97					2	2.1			95	97.9
TOTAL WAGE SYSTEMS.....	40,517	5,015	12.4	14,330	35.4	48	.1	38	.1	21,086	52.0
UP THRU $5,499	13,325	3,108	23.3	5,477	41.1	11	.1	14	.1	4,715	35.4
$ 5,500 THRU $ 6,999	18,107	1,679	9.3	6,680	36.9	22	.1	17	.1	9,709	53.6
$ 7,000 THRU $ 7,999	6,240	197	3.2	1,732	27.8	8	.1	5	.1	4,298	68.9
$ 8,000 THRU $ 8,999	2,138	30	1.4	400	18.7	3	.1	2	.1	1,703	79.7
$ 9,000 THRU $ 9,999	430	1	.2	31	7.2	2	.5			396	92.1
$10,000 THRU $13,999	267			10	3.7	2	.7			255	95.5
$14,000 THRU $17,999	10									10	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	31,451	4,360	13.9	3,209	10.2	62	.2	18	.1	23,802	75.7
PFS- 1 THRU 4*	25,688	4,014	15.6	2,891	11.3	45	.2	17	.1	18,721	72.9
PFS- 5 THRU 8	4,603	338	7.3	296	6.4	13	.3	1		3,955	85.9
PFS- 9 THRU 11	871	8	.9	18	2.1	2	.2			843	96.8
PFS-12 THRU 15	259			4	1.5	2	.8			253	97.7
PFS-16 THRU 18	28									28	100.0
PFS-19 THRU 20	2									2	100.0
TOTAL OTHER PAY SYSTEMS	874	70	8.0	54	6.2					750	85.8
UP THRU $6,499	580	67	11.6	51	8.8					462	79.7
$ 6,500 THRU $ 9,999	93			1	1.1					92	98.9
$10,000 THRU $13,999	75	2	2.7	1	1.3					72	96.0
$14,000 THRU $17,999	56	1	1.8	1	1.8					54	96.4
$18,000 AND OVER	70									70	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-46

UTAH

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	38,644	425	1.1	1,406	3.6	315	.8	313	.8	36,185	93.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20,378	134	.7	325	1.6	204	1.0	204	1.0	19,511	95.7
GS- 1 THRU 4	5,251	62	1.2	156	3.0	118	2.2	43	.8	4,872	92.8
GS- 5 THRU 8	5,668	29	.5	96	1.7	50	.9	66	1.2	5,427	95.7
GS- 9 THRU 11	6,664	33	.5	64	1.0	29	.4	76	1.1	6,462	97.0
GS-12 THRU 13	2,455	8	.3	9	.4	6	.2	18	.7	2,414	98.3
GS-14 THRU 15	330	2	.6			1	.3	1	.3	326	98.8
GS-16 THRU 18	10									10	100.0
TOTAL WAGE SYSTEMS.....	15,353	270	1.8	1,037	6.8	109	.7	92	.6	13,845	90.2
UP THRU $5,499	21	3	14.3	2	9.5					16	76.2
$ 5,500 THRU $ 6,999	5,128	144	2.8	528	10.3	58	1.1	33	.6	4,365	85.1
$ 7,000 THRU $ 7,999	4,859	87	1.8	322	6.6	36	.7	18	.4	4,396	90.5
$ 8,000 THRU $ 8,999	4,030	31	.8	157	3.9	14	.3	30	.7	3,798	94.2
$ 9,000 THRU $ 9,999	546	3	.5	19	3.5	1	.2	9	1.6	514	94.1
$10,000 THRU $13,999	730	2	.3	9	1.2			2	.3	717	98.2
$14,000 THRU $17,999	35									35	100.0
$18,000 AND OVER	4									4	100.0
TOTAL POSTAL FIELD SERVICE.....	2,827	20	.7	43	1.5	2	.1	17	.6	2,745	97.1
PFS- 1 THRU 5*	2,353	20	.8	43	1.8	2	.1	16	.7	2,272	96.6
PFS- 6 THRU 9	403							1	.2	402	99.8
PFS-10 THRU 12	64									64	100.0
PFS-13 THRU 16	6									6	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	86	1	1.2	1	1.2					84	97.7
UP THRU $6,499	42	1	2.4							41	97.6
$ 6,500 THRU $ 9,999	27			1	3.7					26	96.3
$10,000 THRU $13,999	7									7	100.0
$14,000 THRU $17,999	6									6	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

UTAH

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	40,094	503	1.3	1,380	3.4	338	.8	308	.8	37,565	93.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20,267	166	.8	265	1.3	215	1.1	193	1.0	19,428	95.9
GS- 1 THRU 4	5,852	90	1.5	131	2.2	131	2.2	39	.7	5,461	93.3
GS- 5 THRU 8	5,554	30	.5	79	1.4	52	.9	71	1.3	5,322	95.8
GS- 9 THRU 11	6,229	36	.6	51	.8	27	.4	64	1.0	6,051	97.1
GS-12 THRU 13	2,338	8	.3	4	.2	4	.2	18	.8	2,304	98.5
GS-14 THRU 15	284	2	.7			1	.4	1	.4	280	98.6
GS-16 THRU 18	10									10	100.0
TOTAL WAGE SYSTEMS.....	16,825	312	1.9	1,087	6.5	113	.7	94	.6	15,219	90.5
UP THRU $5,499	1,700	69	4.1	201	11.8	28	1.6	6	.4	1,396	82.1
$ 5,500 THRU $ 6,999	11,011	202	1.8	739	6.7	72	.7	52	.5	9,946	90.3
$ 7,000 THRU $ 7,999	3,255	38	1.2	137	4.2	12	.4	28	.9	3,040	93.4
$ 8,000 THRU $ 8,999	401	2	.5	9	2.2	1	.2	6	1.5	383	95.5
$ 9,000 THRU $ 9,999	354	1	.3	1	.3			2	.6	350	98.9
$10,000 THRU $13,999	101									101	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,895	23	.8	28	1.0			21	.7	2,823	97.5
PFS- 1 THRU 4*	2,433	23	.9	28	1.2			21	.9	2,361	97.0
PFS- 5 THRU 8	387									387	100.0
PFS- 9 THRU 11	63									63	100.0
PFS-12 THRU 15	11									11	100.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	107	2	1.9			10	9.3			95	88.8
UP THRU $6,499	64	2	3.1			10	15.6			52	81.3
$ 6,500 THRU $ 9,999	19									19	100.0
$10,000 THRU $13,999	9									9	100.0
$14,000 THRU $17,999	10									10	100.0
$18,000 AND OVER	5									5	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

397-650 O - 70 - 33

VERMONT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	3,423	4	.1	12	.4	3	.1			3,404	99.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,299	4	.3	6	.5	2	.2			1,287	99.1
GS- 1 THRU 4	229	1	.4	2	.9					226	98.7
GS- 5 THRU 8	427			2	.5	1	.2			424	99.3
GS- 9 THRU 11	448	3	.7	2	.4					443	98.9
GS-12 THRU 13	159					1	.6			158	99.4
GS-14 THRU 15	33									33	100.0
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	356									356	100.0
UP THRU $5,499	53									53	100.0
$ 5,500 THRU $ 6,999	132									132	100.0
$ 7,000 THRU $ 7,999	127									127	100.0
$ 8,000 THRU $ 8,999	21									21	100.0
$ 9,000 THRU $ 9,999	18									18	100.0
$10,000 THRU $13,999	5									5	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,744			6	.3	1	.1			1,737	99.6
PFS- 1 THRU 5*	1,434			3	.2	1	.1			1,430	99.7
PFS- 6 THRU 9	267			3	1.1					264	98.9
PFS-10 THRU 12	40									40	100.0
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	24									24	100.0
UP THRU $6,499	13									13	100.0
$ 6,500 THRU $ 9,999	7									7	100.0
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

VERMONT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	3,141	12	.4	6	.2	1				3,122	99.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,096	12	1.1							1,084	98.9
GS- 1 THRU 4	249	3	1.2							246	98.8
GS- 5 THRU 8	288	5	1.7							283	98.3
GS- 9 THRU 11	401	2	.5							399	99.5
GS-12 THRU 13	123	2	1.6							121	98.4
GS-14 THRU 15	31									31	100.0
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	182									182	100.0
UP THRU $5,499	122									122	100.0
$ 5,500 THRU $ 6,999	54									54	100.0
$ 7,000 THRU $ 7,999	4									4	100.0
$ 8,000 THRU $ 8,999	2									2	100.0
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,834			6	.3	1	.1			1,827	99.6
PFS- 1 THRU 4*	1,494			4	.3	1	.1			1,489	99.7
PFS- 5 THRU 8	294			2	.7					292	99.3
PFS- 9 THRU 11	43									43	100.0
PFS-12 THRU 15	3									3	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	29									29	100.0
UP THRU $6,499	22									22	100.0
$ 6,500 THRU $ 9,999	5									5	100.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER **	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-48

VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	133,682	27,189	20.3	304	.2	61		261	.2	105,867	79.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	84,177	9,966	11.8	257	.3	44	.1	223	.3	73,687	87.5
GS- 1 THRU 4	16,967	4,297	25.3	58	.3	5		28	.2	12,579	74.1
GS- 5 THRU 8	26,091	3,976	15.2	80	.3	20	.1	55	.2	21,960	84.2
GS- 9 THRU 11	17,183	1,127	6.6	50	.3	10	.1	46	.3	15,950	92.8
GS-12 THRU 13	15,634	470	3.0	42	.3	7		57	.4	15,058	96.3
GS-14 THRU 15	7,702	93	1.2	26	.3	2		35	.5	7,546	98.0
GS-16 THRU 18	598	3	.5	1	.2			2	.3	592	99.0
TOTAL WAGE SYSTEMS.....	35,964	14,142	39.3	30	.1	9		30	.1	21,753	60.5
UP THRU $5,499	9,750	4,518	46.3	6	.1	2		6	.1	5,218	53.5
$ 5,500 THRU $ 6,999	10,415	6,048	58.1	13	.1	1		11	.1	4,342	41.7
$ 7,000 THRU $ 7,999	8,948	2,481	27.7	4		2		9	.1	6,452	72.1
$ 8,000 THRU $ 8,999	3,558	750	21.1	3	.1	2	.1	3	.1	2,800	78.7
$ 9,000 THRU $ 9,999	1,649	243	14.7	3	.2					1,403	85.1
$10,000 THRU $13,999	1,507	100	6.6	1	.1	2	.1	1	.1	1,403	93.1
$14,000 THRU $17,999	126	2	1.6							124	98.4
$18,000 AND OVER	11									11	100.0
TOTAL POSTAL FIELD SERVICE.....	12,646	3,037	24.0	14	.1	8	.1	5		9,582	75.8
PFS- 1 THRU 5*	10,490	2,722	25.9	11	.1	6	.1	4		7,747	73.9
PFS- 6 THRU 9	1,849	309	16.7	3	.2	2	.1	1	.1	1,534	83.0
PFS-10 THRU 12	269	6	2.2							263	97.8
PFS-13 THRU 16	37									37	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	895	44	4.9	3	.3			3	.3	845	94.4
UP THRU $6,499	272	34	12.5					1	.4	237	87.1
$ 6,500 THRU $ 9,999	218	7	3.2	1	.5					210	96.3
$10,000 THRU $13,999	97	1	1.0	1	1.0					95	97.9
$14,000 THRU $17,999	64	1	1.6	1	1.6					62	96.9
$18,000 THRU $25,999	23	1	4.3							22	95.7
$26,000 AND OVER	221							2	.9	219	99.1

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

VIRGINIA

TABLE 3-48a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	122,951	25,966	21.1	193	.2	51		163	.1	96,578	78.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	70,391	8,345	11.9	162	.2	34		137	.2	61,713	87.7
GS- 1 THRU 4	18,532	4,352	23.5	33	.2	9		14	.1	14,124	76.2
GS- 5 THRU 8	20,871	2,946	14.1	43	.2	16	.1	32	.2	17,834	85.4
GS- 9 THRU 11	13,677	725	5.3	36	.3	3		22	.2	12,891	94.3
GS-12 THRU 13	11,810	266	2.3	28	.2	3		49	.4	11,464	97.1
GS-14 THRU 15	5,141	56	1.1	22	.4	3	.1	19	.4	5,041	98.1
GS-16 THRU 18	360							1	.3	359	99.7
TOTAL WAGE SYSTEMS.....	39,254	14,706	37.5	21	.1	7		15		24,505	62.4
UP THRU $5,499	11,609	7,207	62.1	6	.1	1		9	.1	4,386	37.8
$ 5,500 THRU $ 6,999	12,140	5,386	44.4	9	.1	3		5		6,737	55.5
$ 7,000 THRU $ 7,999	11,513	1,843	16.0	6	.1	3				9,661	83.9
$ 8,000 THRU $ 8,999	2,280	218	9.6					1		2,061	90.4
$ 9,000 THRU $ 9,999	1,196	39	3.3							1,157	96.7
$10,000 THRU $13,999	489	13	2.7							476	97.3
$14,000 THRU $17,999	27									27	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	12,313	2,807	22.8	4		10	.1	4		9,488	77.1
PFS- 1 THRU 4*	10,317	2,555	24.8	4		7	.1	3		7,748	75.1
PFS- 5 THRU 8	1,665	242	14.5			2	.1	1	.1	1,420	85.3
PFS- 9 THRU 11	278	10	3.6			1	.4			267	96.0
PFS-12 THRU 15	51									51	100.0
PFS-16 THRU 18	2									2	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	993	108	10.9	6	.6			7	.7	872	87.8
UP THRU $6,499	382	96	25.1	2	.5			5	1.3	279	73.0
$ 6,500 THRU $ 9,999	222	8	3.6	1	.5			2	.9	211	95.0
$10,000 THRU $13,999	196	1	.5	1	.5					194	99.0
$14,000 THRU $17,999	44	2	4.5							42	95.5
$18,000 AND OVER	149	1	.7	2	1.3					146	98.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-49

WASHINGTON

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	52,614	2,147	4.1	253	.5	581	1.1	949	1.8	48,684	92.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	22,775	587	2.6	82	.4	303	1.3	368	1.6	21,435	94.1
GS- 1 THRU 4	5,820	326	5.6	40	.7	103	1.8	99	1.7	5,252	90.2
GS- 5 THRU 8	6,681	163	2.4	23	.3	138	2.1	127	1.9	6,230	93.2
GS- 9 THRU 11	6,504	69	1.1	12	.2	45	.7	86	1.3	6,292	96.7
GS-12 THRU 13	3,170	26	.8	7	.2	15	.5	48	1.5	3,074	97.0
GS-14 THRU 15	579	3	.5			2	.3	8	1.4	566	97.8
GS-16 THRU 18	22									22	100.0
TOTAL WAGE SYSTEMS.....	18,390	909	4.9	110	.6	209	1.1	276	1.5	16,886	91.8
UP THRU $5,499	400	15	3.8	5	1.3	2	.5	41	10.3	337	84.3
$ 5,500 THRU $ 6,999	2,380	267	11.2	31	1.3	55	2.3	95	4.0	1,932	81.2
$ 7,000 THRU $ 7,999	3,924	336	8.6	24	.6	67	1.7	79	2.0	3,418	87.1
$ 8,000 THRU $ 8,999	6,868	216	3.1	46	.7	58	.8	51	.7	6,497	94.6
$ 9,000 THRU $ 9,999	1,951	41	2.1	1	.1	16	.8	8	.4	1,885	96.6
$10,000 THRU $13,999	2,772	34	1.2	2	.1	11	.4	2	.1	2,723	98.2
$14,000 THRU $17,999	78									78	100.0
$18,000 AND OVER	17			1	5.9					16	94.1
TOTAL POSTAL FIELD SERVICE.....	10,931	642	5.9	59	.5	68	.6	297	2.7	9,865	90.2
PFS- 1 THRU 5*	8,923	543	6.1	53	.6	63	.7	246	2.8	8,018	89.9
PFS- 6 THRU 9	1,612	93	5.8	6	.4	4	.2	50	3.1	1,459	90.5
PFS-10 THRU 12	250	2	.8			1	.4	1	.4	246	98.4
PFS-13 THRU 16	126	4	3.2							122	96.8
PFS-17 THRU 19	18									18	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	518	9	1.7	2	.4	1	.2	8	1.5	498	96.1
UP THRU $6,499	177	3	1.7	2	1.1			4	2.3	168	94.9
$ 6,500 THRU $ 9,999	200	5	2.5			1	.5	4	2.0	190	95.0
$10,000 THRU $13,999	94									94	100.0
$14,000 THRU $17,999	29	1	3.4							28	96.6
$18,000 THRU $25,999	14									14	100.0
$26,000 AND OVER	4									4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

WASHINGTON

TABLE 3-49a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	55,037	2,590	4.7	248	.5	536	1.0	896	1.6	50,767	92.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	23,262	632	2.7	74	.3	267	1.1	339	1.5	21,950	94.4
GS- 1 THRU 4	7,316	420	5.7	38	.5	98	1.3	105	1.4	6,655	91.0
GS- 5 THRU 8	6,627	132	2.0	22	.3	123	1.9	107	1.6	6,243	94.2
GS- 9 THRU 11	5,865	63	1.1	9	.2	38	.6	77	1.3	5,678	96.8
GS-12 THRU 13	2,922	16	.5	5	.2	7	.2	42	1.4	2,852	97.6
GS-14 THRU 15	507	1	.2			1	.2	8	1.6	497	98.0
GS-16 THRU 18	25									25	100.0
TOTAL WAGE SYSTEMS.....	20,394	1,044	5.1	115	.6	217	1.1	215	1.1	18,803	92.2
UP THRU $5,499	2,015	321	15.9	30	1.5	62	3.1	57	2.8	1,545	76.7
$ 5,500 THRU $ 6,999	6,224	520	8.4	51	.8	79	1.3	107	1.7	5,467	87.8
$ 7,000 THRU $ 7,999	8,510	182	2.1	30	.4	55	.6	45	.5	8,198	96.3
$ 8,000 THRU $ 8,999	1,340	13	1.0	1	.1	15	1.1	5	.4	1,306	97.5
$ 9,000 THRU $ 9,999	1,620	5	.3	2	.1	5	.3			1,608	99.3
$10,000 THRU $13,999	637	3	.5	1	.2	1	.2	1	.2	631	99.1
$14,000 THRU $17,999	42									42	100.0
$18,000 AND OVER	6									6	100.0
TOTAL POSTAL FIELD SERVICE.....	10,625	889	8.4	55	.5	49	.5	282	2.7	9,350	88.0
PFS- 1 THRU 4*	8,766	779	8.9	50	.6	46	.5	246	2.8	7,645	87.2
PFS- 5 THRU 8	1,458	107	7.3	5	.3	3	.2	35	2.4	1,308	89.7
PFS- 9 THRU 11	244							1	.4	243	99.6
PFS-12 THRU 15	136	3	2.2							133	97.8
PFS-16 THRU 18	19									19	100.0
PFS-19 THRU 20	2									2	100.0
TOTAL OTHER PAY SYSTEMS	756	25	3.3	4	.5	3	.4	60	7.9	664	87.8
UP THRU $6,499	379	19	5.0	3	.8	1	.3	44	11.6	312	82.3
$ 6,500 THRU $ 9,999	238	3	1.3			2	.8	16	6.7	217	91.2
$10,000 THRU $13,999	74	1	1.4							73	98.6
$14,000 THRU $17,999	38	1	2.6	1	2.6					36	94.7
$18,000 AND OVER	27	1	3.7							26	96.3
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

507

1969 MINORITY GROUP STUDY

TABLE 3-50

WEST VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,284	532	4.3	24	.2	6		14	.1	11,708	95.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,046	262	4.3	11	.2	2		13	.2	5,758	95.2
GS- 1 THRU 4	1,759	144	8.2	1	.1					1,614	91.8
GS- 5 THRU 8	1,711	60	3.5	1	.1					1,650	96.4
GS- 9 THRU 11	1,576	45	2.9	3	.2	1	.1	3	.2	1,524	96.7
GS-12 THRU 13	827	10	1.2	1	.1	1	.1	1	.1	814	98.4
GS-14 THRU 15	167	3	1.8	5	3.0			9	5.4	150	89.8
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	1,190	94	7.9					1	.1	1,095	92.0
UP THRU $5,499	128	28	21.9							100	78.1
$ 5,500 THRU $ 6,999	350	47	13.4					1	.3	302	86.3
$ 7,000 THRU $ 7,999	285	11	3.9							274	96.1
$ 8,000 THRU $ 8,999	276	6	2.2							270	97.8
$ 9,000 THRU $ 9,999	75	2	2.7							73	97.3
$10,000 THRU $13,999	76									76	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,905	170	3.5	13	.3	4	.1			4,718	96.2
PFS- 1 THRU 5*	3,976	148	3.7	9	.2	3	.1			3,816	96.0
PFS- 6 THRU 9	821	20	2.4	4	.5	1	.1			796	97.0
PFS-10 THRU 12	97	2	2.1							95	97.9
PFS-13 THRU 16	11									11	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	143	6	4.2							137	95.8
UP THRU $6,499	84	6	7.1							78	92.9
$ 6,500 THRU $ 9,999	44									44	100.0
$10,000 THRU $13,999	7									7	100.0
$14,000 THRU $17,999	5									5	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

WEST VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	11,682	510	4.4	16	.1	9	.1	5		11,142	95.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,451	214	3.9	10	.2			4	.1	5,223	95.8
GS- 1 THRU 4	1,832	124	6.8	1	.1					1,707	93.2
GS- 5 THRU 8	1,412	49	3.5	1	.1					1,362	96.5
GS- 9 THRU 11	1,401	32	2.3							1,369	97.7
GS-12 THRU 13	659	7	1.1					1	.2	651	98.8
GS-14 THRU 15	139	2	1.4	8	5.8			3	2.2	126	90.6
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	1,121	107	9.5							1,014	90.5
UP THRU $5,499	485	92	19.0							393	81.0
$ 5,500 THRU $ 6,999	412	14	3.4							398	96.6
$ 7,000 THRU $ 7,999	168									168	100.0
$ 8,000 THRU $ 8,999	50	1	2.0							49	98.0
$ 9,000 THRU $ 9,999	5									5	100.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,966	181	3.6	6	.1	9	.2	1		4,769	96.0
PFS- 1 THRU 4*	4,048	160	4.0	5	.1	5	.1			3,878	95.8
PFS- 5 THRU 8	795	21	2.6	1	.1	4	.5	1	.1	768	96.6
PFS- 9 THRU 11	108									108	100.0
PFS-12 THRU 15	15									15	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	144	8	5.6							136	94.4
UP THRU $6,499	112	8	7.1							104	92.9
$ 6,500 THRU $ 9,999	16									16	100.0
$10,000 THRU $13,999	10									10	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER	3									3	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-51

WISCONSIN

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	23,493	1,181	5.0	80	.3	99	.4	30	.1	22,103	94.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,816	322	4.1	25	.3	37	.5	21	.3	7,411	94.8
GS- 1 THRU 4	2,164	202	9.3	5	.2	20	.9	4	.2	1,933	89.3
GS- 5 THRU 8	2,359	78	3.3	10	.4	4	.2	5	.2	2,262	95.9
GS- 9 THRU 11	2,022	34	1.7	5	.2	10	.5	8	.4	1,965	97.2
GS-12 THRU 13	974	6	.6			3	.3	2	.2	963	98.9
GS-14 THRU 15	291	2	.7	5	1.7			2	.7	282	96.9
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	2,332	232	9.9	7	.3	19	.8			2,074	88.9
UP THRU $5,499	7	4	57.1							3	42.9
$ 5,500 THRU $ 6,999	724	183	25.3	2	.3	11	1.5			528	72.9
$ 7,000 THRU $ 7,999	385	17	4.4	1	.3	2	.5			365	94.8
$ 8,000 THRU $ 8,999	606	18	3.0	2	.3	3	.5			583	96.2
$ 9,000 THRU $ 9,999	383	9	2.3	2	.5	3	.8			369	96.3
$10,000 THRU $13,999	223	1	.4							222	99.6
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	13,121	621	4.7	47	.4	40	.3	8	.1	12,405	94.5
PFS- 1 THRU 5*	11,347	586	5.2	45	.4	34	.3	7	.1	10,675	94.1
PFS- 6 THRU 9	1,428	32	2.2	2	.1	6	.4	1	.1	1,387	97.1
PFS-10 THRU 12	309	3	1.0							306	99.0
PFS-13 THRU 16	36									36	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	224	6	2.7	1	.4	3	1.3	1	.4	213	95.1
UP THRU $6,499	128	6	4.7	1	.8	2	1.6			119	93.0
$ 6,500 THRU $ 9,999	66					1	1.5	1	1.5	64	97.0
$10,000 THRU $13,999	23									23	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

WISCONSIN

TABLE 3-51a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	22,500	1,172	5.2	48	.2	71	.3	32	.1	21,177	94.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,562	324	4.3	17	.2	38	.5	21	.3	7,162	94.7
GS- 1 THRU 4	2,487	232	9.3	5	.2	17	.7	3	.1	2,230	89.7
GS- 5 THRU 8	1,995	63	3.2	2	.1	8	.4	4	.2	1,918	96.1
GS- 9 THRU 11	1,967	23	1.2	5	.3	10	.5	5	.3	1,924	97.8
GS-12 THRU 13	856	4	.5	1	.1	3	.4	4	.5	844	98.6
GS-14 THRU 15	247	2	.8	4	1.6			5	2.0	236	95.5
GS-16 THRU 18	10									10	100.0
TOTAL WAGE SYSTEMS.....	2,125	277	13.0	4	.2	19	.9			1,825	85.9
UP THRU $5,499	840	199	23.7	2	.2	12	1.4			627	74.6
$ 5,500 THRU $ 6,999	618	62	10.0			5	.8			551	89.2
$ 7,000 THRU $ 7,999	432	13	3.0	2	.5	2	.5			415	96.1
$ 8,000 THRU $ 8,999	146	3	2.1							143	97.9
$ 9,000 THRU $ 9,999	64									64	100.0
$10,000 THRU $13,999	25									25	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	12,570	568	4.5	27	.2	12	.1	10	.1	11,953	95.1
PFS- 1 THRU 4*	10,967	360	5.1	26	.2	10	.1	9	.1	10,362	94.5
PFS- 5 THRU 8	1,251	8	.6	1	.1	2	.2	1	.1	1,239	99.0
PFS- 9 THRU 11	303									303	100.0
PFS-12 THRU 15	48									48	100.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	243	3	1.2			2	.8	1	.4	237	97.5
UP THRU $6,499	184	3	1.6			2	1.1	1	.5	178	96.7
$ 6,500 THRU $ 9,999	37									37	100.0
$10,000 THRU $13,999	15									15	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER	4									4	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY — TABLE 3-52

WYOMING

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,805	39	.8	166	3.5	70	1.5	15	.3	4,515	94.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,731	11	.4	41	1.5	51	1.9	8	.3	2,620	95.9
GS- 1 THRU 4	591	5	.8	19	3.2	32	5.4	3	.5	532	90.0
GS- 5 THRU 8	761	2	.3	17	2.2	9	1.2	3	.4	730	95.9
GS- 9 THRU 11	945	4	.4	5	.5	8	.8	2	.2	926	98.0
GS-12 THRU 13	384					2	.5			382	99.5
GS-14 THRU 15	48									48	100.0
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	966	22	2.3	91	9.4	19	2.0	2	.2	832	86.1
UP THRU $5,499	2					2	100.0				
$ 5,500 THRU $ 6,999	385	18	4.7	63	16.4	7	1.8	1	.3	296	76.9
$ 7,000 THRU $ 7,999	177	3	1.7	13	7.3	7	4.0			154	87.0
$ 8,000 THRU $ 8,999	211	1	.5	13	6.2	2	.9	1	.5	194	91.9
$ 9,000 THRU $ 9,999	51			1	2.0					50	98.0
$10,000 THRU $13,999	140			1	.7	1	.7			138	98.6
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,058	6	.6	34	3.2			4	.4	1,014	95.8
PFS- 1 THRU 5*	867	6	.7	34	3.9			3	.3	824	95.0
PFS- 6 THRU 9	162							1	.6	161	99.4
PFS-10 THRU 12	27									27	100.0
PFS-13 THRU 16	2									2	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	50							1	2.0	49	98.0
UP THRU $6,499	42									42	100.0
$ 6,500 THRU $ 9,999	6									6	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999	1							1	100.0		
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-52a

WYOMING

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	4,790	41	.9	141	2.9	56	1.2	9	.2	4,543	94.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,707	12	.4	26	1.0	41	1.5	7	.3	2,621	96.8
GS- 1 THRU 4	730	7	1.0	19	2.6	25	3.4	3	.4	676	92.6
GS- 5 THRU 8	718	3	.4	4	.6	12	1.7	3	.4	696	96.9
GS- 9 THRU 11	904	2	.2	3	.3	2	.2	1	.1	896	99.1
GS-12 THRU 13	307					2	.7			305	99.3
GS-14 THRU 15	44									44	100.0
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	942	22	2.3	82	8.7	15	1.6			823	87.4
UP THRU $5,499	211	12	5.7	19	9.0	6	2.8			174	82.5
$ 5,500 THRU $ 6,999	466	10	2.1	58	12.4	9	1.9			389	83.5
$ 7,000 THRU $ 7,999	104			4	3.8					100	96.2
$ 8,000 THRU $ 8,999	122									122	100.0
$ 9,000 THRU $ 9,999	36			1	2.8					35	97.2
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,099	7	.6	33	3.0			2	.2	1,057	96.2
PFS- 1 THRU 4*	904	7	.8	33	3.7			1	.1	863	95.5
PFS- 5 THRU 8	158							1	.6	157	99.4
PFS- 9 THRU 11	33									33	100.0
PFS-12 THRU 15	4									4	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	42									42	100.0
UP THRU $6,499	31									31	100.0
$ 6,500 THRU $ 9,999	8									8	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999											
$18,000 AND OVER	1									1	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

INDEX

APPENDIX IV

Selected Standard Metropolitan Statistical Areas (SMSA's) by Grade or Salary Level Grouping, 1969-1967

Table		Page
4- 1	Summary, 75 Standard Metropolitan Statistical Areas, November 30, 1969	518
4- 2	Summary, 41 Standard Metropolitan Statistical Areas, November 30, 1969	519
4- 3	Atlanta, Georgia	520
4- 4	Baltimore, Maryland	522
4- 5	Birmingham, Alabama	524
4- 6	Boston, Massachusetts	526
4- 7	Charleston, South Carolina	528
4- 8	Chicago, Illinois	530
4- 9	Cincinnati, Ohio-Kentucky-Indiana	532
4-10	Cleveland, Ohio	534
4-11	Columbia, South Carolina	536
4-12	Dallas, Texas	538
4-13	Denver, Colorado	540
4-14	Detroit, Michigan	542
4-15	Fort Worth, Texas	544
4-16	Greensboro-Winston-Salem-High Point, North Carolina	546
4-17	Houston, Texas	548
4-18	Huntsville, Alabama	550
4-19	Indianapolis, Indiana	552
4-20	Jackson, Mississippi	554
4-21	Jacksonville, Florida	556
4-22	Kansas City, Missouri-Kansas	558
4-23	Little Rock-North Little Rock, Arkansas	560
4-24	Los Angeles-Long Beach, California	562
4-25	Louisville, Kentucky-Indiana	564
4-26	Macon, Georgia	566
4-27	Memphis, Tennessee-Arkansas	568
4-28	Miami, Florida	570
4-29	Mobile, Alabama	572
4-30	Montgomery, Alabama	574
4-31	Nashville, Tennessee	576
4-32	New Orleans, Louisiana	578
4-33	New York, New York	580
4-34	Newark, New Jersey	582
4-35	Newport News-Hampton, Virginia	584
4-36	Norfolk-Portsmouth, Virginia	586
4-37	Philadelphia, Pennsylvania	588
4-38	Pittsburgh, Pennsylvania	590
4-39	Raleigh, North Carolina	592
4-40	St. Louis, Missouri-Illinois	594
4-41	San Antonio, Texas	596

Selected Standard Metropolitan Statistical Areas (SMSA's) by Grade or Salary Level Grouping, 1969-1967 - Cont'd

Table		Page
4-42	San Francisco-Oakland, California	598
4-43	Washington, D.C.-Maryland-Virginia	600
	Following SMSA's Added to Previous Coverage	
4-44	Albuquerque, New Mexico	602
4-45	Augusta, Georgia-South Carolina	603
4-46	Austin, Texas	604
4-47	Biloxi-Gulfport, Mississippi	605
4-48	Buffalo, New York	606
4-49	Columbus, Georgia-Alabama	607
4-50	Columbus, Ohio	608
4-51	Corpus Christi, Texas	609
4-52	Dayton, Ohio	610
4-53	El Paso, Texas	611
4-54	Fresno, California	612
4-55	Harrisburg, Pennsylvania	613
4-56	Hartford, Connecticut	614
4-57	Jersey City, New Jersey	615
4-58	Milwaukee, Wisconsin	616
4-59	Ogden, Utah	617
4-60	Oklahoma City, Oklahoma	618
4-61	Omaha, Nebraska-Iowa	619
4-62	Pensacola, Florida	620
4-63	Phoenix, Arizona	621
4-64	Portland, Oregon-Washington	622
4-65	Providence-Pawtucket-Warrick, Rhode Island-Massachusetts	623
4-66	Richmond, Virginia	624
4-67	Sacramento, California	625
4-68	Salt Lake City, Utah	626
4-69	San Bernadino-Riverside-Ontario, California	627
4-70	San Diego, California	628
4-71	San Jose, California	629
4-72	Seattle-Everett, Washington	630
4-73	Shreveport, Louisiana	631
4-74	Tacoma, Washington	632
4-75	Tampa-St. Petersburg, Florida	633
4-76	Wichita, Kansas	634
4-77	Wilmington, Delaware-New Jersey-Maryland	635

397-650 O - 70 - 34

1969 MINORITY GROUP STUDY TABLE 4-1

75 STANDARD METROPOLITAN STATISTICAL AREAS SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,666,898	338,510	20.3	53,296	3.2	4,661	.3	15,176	.9	1,255,255	75.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	888,450	122,947	13.8	16,708	1.9	2,736	.3	7,096	.8	738,963	83.2
GS- 1 THRU 4	210,805	59,586	28.3	6,669	3.2	1,042	.5	1,326	.6	142,182	67.4
GS- 5 THRU 8	250,158	43,640	17.4	5,361	2.1	841	.3	2,062	.8	198,254	79.3
GS- 9 THRU 11	206,845	13,943	6.7	3,154	1.5	532	.3	2,070	1.0	187,146	90.5
GS-12 THRU 13	156,664	4,730	3.0	1,162	.7	228	.1	1,198	.8	149,346	95.3
GS-14 THRU 15	59,066	989	1.7	349	.6	86	.1	429	.7	57,213	96.9
GS-16 THRU 18	4,912	59	1.2	13	.3	7	.1	11	.2	4,822	98.2
TOTAL WAGE SYSTEMS.....	345,466	90,544	26.2	22,668	6.6	1,324	.4	4,337	1.3	226,593	65.6
UP THRU $5,499	30,677	16,516	53.8	2,823	9.2	87	.3	298	1.0	10,953	35.7
$ 5,500 THRU $ 6,999	92,190	40,211	43.6	6,975	7.6	368	.4	1,157	1.3	43,479	47.2
$ 7,000 THRU $ 7,999	86,688	18,149	20.9	7,081	8.2	427	.5	864	1.0	60,167	69.4
$ 8,000 THRU $ 8,999	71,884	10,276	14.3	3,990	5.6	263	.4	1,143	1.6	56,212	78.2
$ 9,000 THRU $ 9,999	32,954	3,702	11.2	1,265	3.8	115	.3	580	1.8	27,292	82.8
$10,000 THRU $13,999	29,633	1,655	5.6	518	1.7	63	.2	291	1.0	27,106	91.5
$14,000 THRU $17,999	1,209	29	2.4	13	1.1			4	.3	1,163	96.2
$18,000 AND OVER	231	6	2.6	3	1.3	1	.4			221	95.7
TOTAL POSTAL FIELD SERVICE.....	414,140	123,473	29.8	13,713	3.3	512	.1	3,622	.9	272,820	65.9
PFS- 1 THRU 5*	355,360	112,215	31.6	12,467	3.5	452	.1	3,030	.9	227,196	63.9
PFS- 6 THRU 9	46,614	10,500	22.5	1,126	2.4	48	.1	539	1.2	34,401	73.8
PFS-10 THRU 12	8,196	590	7.2	91	1.1	9	.1	41	.5	7,465	91.1
PFS-13 THRU 16	3,554	157	4.4	27	.8	3	.1	11	.3	3,356	94.4
PFS-17 THRU 19	380	10	2.6	2	.5			1	.3	367	96.6
PFS-20 THRU 21	36	1	2.8							35	97.2
TOTAL OTHER PAY SYSTEMS	18,842	1,546	8.2	207	1.1	89	.5	121	.6	16,879	89.6
UP THRU $6,499	4,321	813	18.8	76	1.8	66	1.5	23	.5	3,343	77.4
$ 6,500 THRU $ 9,999	5,235	486	9.3	74	1.4	12	.2	32	.6	4,631	88.5
$10,000 THRU $13,999	2,848	107	3.8	25	.9	6	.2	29	1.0	2,681	94.1
$14,000 THRU $17,999	2,136	58	2.7	15	.7	2	.1	18	.8	2,043	95.6
$18,000 THRU $25,999	1,894	46	2.4	9	.5			9	.5	1,830	96.6
$26,000 AND OVER	2,408	36	1.5	8	.3	3	.1	10	.4	2,351	97.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

41 STANDARD METROPOLITAN STATISTICAL AREAS SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,320,059	302,477	22.9	33,107	2.5	1,447	.1	10,931	.8	972,097	73.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	700,465	108,303	15.5	10,268	1.5	838	.1	4,670	.7	576,386	82.3
GS- 1 THRU 4	193,303	61,283	31.7	4,464	2.3	303	.2	951	.5	126,302	65.3
GS- 5 THRU 8	191,621	33,921	17.7	3,160	1.6	275	.1	1,451	.8	152,814	79.7
GS- 9 THRU 11	148,923	9,473	6.4	1,824	1.2	139	.1	1,260	.8	136,227	91.5
GS-12 THRU 13	115,167	2,969	2.6	638	.6	84	.1	757	.7	110,719	96.1
GS-14 THRU 15	46,631	597	1.3	174	.4	32	.1	245	.5	45,583	97.8
GS-16 THRU 18	4,820	60	1.2	8	.2	5	.1	6	.1	4,741	98.4
TOTAL WAGE SYSTEMS.....	260,631	81,780	31.4	14,000	5.4	308	.1	3,466	1.3	161,077	61.8
UP THRU $5,499	59,939	35,159	58.7	5,368	9.0	37	.1	343	.6	19,032	31.8
$ 5,500 THRU $ 6,999	88,832	32,343	36.4	6,029	6.8	126	.1	1,486	1.7	48,848	55.0
$ 7,000 THRU $ 7,999	74,893	11,861	15.8	2,160	2.9	107	.1	1,278	1.7	59,487	79.4
$ 8,000 THRU $ 8,999	17,978	1,707	9.5	292	1.6	17	.1	209	1.2	15,753	87.6
$ 9,000 THRU $ 9,999	13,531	630	4.7	113	.8	19	.1	135	1.0	12,634	93.4
$10,000 THRU $13,999	5,035	78	1.5	35	.7	2		13	.3	4,907	97.5
$14,000 THRU $17,999	351	2	.6	1	.3			2	.6	346	98.6
$18,000 AND OVER	72			2	2.8					70	97.2
TOTAL POSTAL FIELD SERVICE.....	339,662	110,570	32.6	8,603	2.5	277	.1	2,662	.8	217,550	64.0
PFS- 1 THRU 4*	299,891	103,543	34.5	8,062	2.7	255	.1	2,377	.8	185,654	61.9
PFS- 5 THRU 8	31,099	6,524	21.0	498	1.6	19	.1	250	.8	23,808	76.6
PFS- 9 THRU 11	6,031	411	6.8	28	.5	1		31	.5	5,560	92.2
PFS-12 THRU 15	2,345	82	3.5	14	.6	2	.1	3	.1	2,244	95.7
PFS-16 THRU 18	266	7	2.6	1	.4			1	.4	257	96.6
PFS-19 THRU 20	30	3	10.0							27	90.0
TOTAL OTHER PAY SYSTEMS	19,301	1,824	9.5	236	1.2	24	.1	133	.7	17,084	88.5
UP THRU $6,499	5,553	1,353	24.4	154	2.8	16	.3	45	.8	3,985	71.8
$ 6,500 THRU $ 9,999	4,408	275	6.2	39	.9	4	.1	41	.9	4,049	91.9
$10,000 THRU $13,999	3,471	90	2.6	16	.5	2	.1	26	.7	3,337	96.1
$14,000 THRU $17,999	2,398	62	2.6	12	.5			8	.3	2,316	96.6
$18,000 AND OVER	3,471	44	1.3	15	.4	2	.1	13	.4	3,397	97.9

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-3

STANDARD METROPOLITAN STATISTICAL AREA
ATLANTA, GEORGIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	25,668	6,403	24.9	59	.2	17	.1	7		19,182	74.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	14,844	1,346	9.1	36	.2	11	.1	6		13,445	90.6
GS- 1 THRU 4	3,861	864	22.4	6	.2					2,991	77.5
GS- 5 THRU 8	4,943	293	5.9	10	.2	4	.1	1		4,635	93.8
GS- 9 THRU 11	2,551	103	4.0	11	.4	5	.2	5	.2	2,427	95.1
GS-12 THRU 13	2,627	62	2.4	3	.1					2,562	97.5
GS-14 THRU 15	817	22	2.7	6	.7	2	.2			787	96.3
GS-16 THRU 18	45	2	4.4							43	95.6
TOTAL WAGE SYSTEMS.....	3,344	1,383	41.4	4	.1	2	.1	1		1,954	58.4
UP THRU $5,499	253	214	84.6							39	15.4
$ 5,500 THRU $ 6,999	1,091	812	74.4	2	.2					277	25.4
$ 7,000 THRU $ 7,999	489	232	47.4					1	.2	256	52.4
$ 8,000 THRU $ 8,999	739	103	13.9	1	.1					635	85.9
$ 9,000 THRU $ 9,999	469	16	3.4			1	.2			452	96.4
$10,000 THRU $13,999	294	6	2.0	1	.3	1	.3			286	97.3
$14,000 THRU $17,999	9									9	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	7,119	3,655	51.3	18	.3	1				3,445	48.4
PFS- 1 THRU 5*	5,609	3,347	59.7	16	.3					2,246	40.0
PFS- 6 THRU 9	1,017	283	27.8	1	.1					733	72.1
PFS-10 THRU 12	229	21	9.2	1	.4					207	90.4
PFS-13 THRU 16	231	4	1.7			1	.4			226	97.8
PFS-17 THRU 19	30									30	100.0
PFS-20 THRU 21	3									3	100.0
TOTAL OTHER PAY SYSTEMS	361	19	5.3	1	.3	3	.8			338	93.6
UP THRU $6,499	70	13	18.6							57	81.4
$ 6,500 THRU $ 9,999	153	5	3.3			2	1.3			146	95.4
$10,000 THRU $13,999	52	1	1.9	1	1.9					50	96.2
$14,000 THRU $17,999	75					1	1.3			74	98.7
$18,000 THRU $25,999	10									10	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-3a

STANDARD METROPOLITAN STATISTICAL AREA
ATLANTA, GEORGIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	25,139	5,718	22.7	30	.1	11		12		19,368	77.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	15,472	1,252	8.1	23	.1	7		11	.1	14,179	91.6
GS- 1 THRU 4	4,626	861	18.6	5	.1			2		3,758	81.2
GS- 5 THRU 8	4,928	255	5.2	5	.1	3	.1	3	.1	4,662	94.6
GS- 9 THRU 11	2,681	83	3.1	7	.3	2	.1	2	.1	2,587	96.5
GS-12 THRU 13	2,457	34	1.4	6	.2	1		3	.1	2,413	98.2
GS-14 THRU 15	737	18	2.4			1	.1	1	.1	717	97.3
GS-16 THRU 18	43	1	2.3							42	97.7
TOTAL WAGE SYSTEMS.....	3,785	1,705	45.0	6	.2	3	.1			2,071	54.7
UP THRU $5,499	1,475	1,160	78.6	1	.1	2	.1			312	21.2
$ 5,500 THRU $ 6,999	1,067	496	46.5	3	.3					568	53.2
$ 7,000 THRU $ 7,999	808	45	5.6	1	.1					762	94.3
$ 8,000 THRU $ 8,999	324	4	1.2	1	.3	1	.3			318	98.1
$ 9,000 THRU $ 9,999	86									86	100.0
$10,000 THRU $13,999	25									25	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	5,491	2,728	49.7			1				2,762	50.3
PFS- 1 THRU 4*	4,398	2,566	58.3							1,832	41.7
PFS- 5 THRU 8	767	147	19.2							620	80.8
PFS- 9 THRU 11	172	15	8.7							157	91.3
PFS-12 THRU 15	130					1	.8			129	99.2
PFS-16 THRU 18	21									21	100.0
PFS-19 THRU 20	3									3	100.0
TOTAL OTHER PAY SYSTEMS	391	33	8.4	1	.3			1	.3	356	91.0
UP THRU $6,499	113	30	26.5	1	.9					82	72.6
$ 6,500 THRU $ 9,999	61	3	4.9							58	95.1
$10,000 THRU $13,999	97							1	1.0	96	99.0
$14,000 THRU $17,999	45									45	100.0
$18,000 AND OVER	75									75	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

300

1969 MINORITY GROUP STUDY

TABLE 4-4

STANDARD METROPOLITAN STATISTICAL AREA
BALTIMORE, MARYLAND

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	46,911	11,824	25.2	109	.2	24	.1	97	.2	34,857	74.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	30,624	5,646	18.4	87	.3	18	.1	78	.3	24,795	81.0
GS- 1 THRU 4	8,811	3,148	35.7	18	.2	6	.1	11	.1	5,628	63.9
GS- 5 THRU 8	8,703	1,696	19.5	17	.2	5	.1	19	.2	6,966	80.0
GS- 9 THRU 11	6,366	556	8.7	22	.3	5	.1	13	.2	5,770	90.6
GS-12 THRU 13	5,365	211	3.9	26	.5	2		29	.5	5,097	95.0
GS-14 THRU 15	1,313	35	2.7	4	.3			6	.5	1,268	96.6
GS-16 THRU 18	66									66	100.0
TOTAL WAGE SYSTEMS.....	8,673	3,359	38.7	8	.1	5	.1	4		5,297	61.1
UP THRU $5,499	538	492	91.4							46	8.6
$ 5,500 THRU $ 6,999	2,822	1,889	64.6	5	.2	1		2	.1	1,025	35.1
$ 7,000 THRU $ 7,999	3,246	766	23.6	2	.1	3	.1	2	.1	2,473	76.2
$ 8,000 THRU $ 8,999	1,224	121	9.9	1	.1	1	.1			1,101	90.0
$ 9,000 THRU $ 9,999	323	48	14.9							275	85.1
$10,000 THRU $13,999	400	37	9.3							363	90.8
$14,000 THRU $17,999	19	6	31.6							13	68.4
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	7,015	2,803	40.0	8	.1			10	.1	4,194	59.8
PFS- 1 THRU 5*	6,074	2,575	42.4	7	.1			9	.1	3,483	57.3
PFS- 6 THRU 9	816	215	26.3	1	.1			1	.1	599	73.4
PFS-10 THRU 12	109	10	9.2							99	90.8
PFS-13 THRU 16	15	3	20.0							12	80.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	599	16	2.7	6	1.0	1	.2	5	.8	571	95.3
UP THRU $6,499	76	7	9.2							69	90.8
$ 6,500 THRU $ 9,999	176	5	2.8	4	2.3			1	.6	166	94.3
$10,000 THRU $13,999	138	2	1.4	1	.7	1	.7	4	2.9	130	94.2
$14,000 THRU $17,999	129	1	.8	1	.8					127	98.4
$18,000 THRU $25,999	76	1	1.3							75	98.7
$26,000 AND OVER	4									4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-4a

STANDARD METROPOLITAN STATISTICAL AREA
BALTIMORE, MARYLAND

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	47,967	12,298	25.6	89	.2	17		103	.2	35,460	73.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	31,505	6,038	19.2	78	.2	10		90	.3	25,289	80.3
GS- 1 THRU 4	11,929	3,824	32.1	13	.1	4		8	.1	8,080	67.7
GS- 5 THRU 8	8,514	1,672	19.6	14	.2	2		19	.2	6,807	80.0
GS- 9 THRU 11	5,829	376	6.5	24	.4	3	.1	25	.4	5,401	92.7
GS-12 THRU 13	4,159	146	3.5	20	.5	1		31	.7	3,961	95.2
GS-14 THRU 15	1,011	20	2.0	7	.7			7	.7	977	96.6
GS-16 THRU 18	63									63	100.0
TOTAL WAGE SYSTEMS.....	9,036	3,490	38.6	7	.1	5	.1	6	.1	5,528	61.2
UP THRU $5,499	1,794	1,475	82.2	2	.1			1	.1	316	17.6
$ 5,500 THRU $ 6,999	3,896	1,604	41.2	4	.1	3	.1	3	.1	2,282	58.6
$ 7,000 THRU $ 7,999	2,675	380	14.2	1		2	.1	2	.1	2,290	85.6
$ 8,000 THRU $ 8,999	408	28	6.9							380	93.1
$ 9,000 THRU $ 9,999	188	3	1.6							185	98.4
$10,000 THRU $13,999	72									72	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	6,785	2,719	40.1	4	.1	1		7	.1	4,054	59.7
PFS- 1 THRU 4*	5,971	2,562	42.9	4	.1	1		7	.1	3,397	56.9
PFS- 5 THRU 8	689	150	21.8							539	78.2
PFS- 9 THRU 11	101	4	4.0							97	96.0
PFS-12 THRU 15	23	3	13.0							20	87.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	641	51	8.0			1	.2			589	91.9
UP THRU $6,499	115	45	39.1			1	.9			69	60.0
$ 6,500 THRU $ 9,999	108	3	2.8							105	97.2
$10,000 THRU $13,999	184									184	100.0
$14,000 THRU $17,999	168	3	1.8							165	98.2
$18,000 AND OVER	66									66	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-5

STANDARD METROPOLITAN STATISTICAL AREA
BIRMINGHAM, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,223	1,273	20.5	6	.1	1		2		4,941	79.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,662	525	14.3	5	.1			2	.1	3,130	85.5
GS- 1 THRU 4	1,271	366	28.8	1	.1					904	71.1
GS- 5 THRU 8	1,093	86	7.9	1	.1			1	.1	1,005	91.9
GS- 9 THRU 11	879	70	8.0	1	.1			1	.1	807	91.8
GS-12 THRU 13	321	3	.9	1	.3					317	98.8
GS-14 THRU 15	96			1	1.0					95	99.0
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	267	105	39.3			1	.4			161	60.3
UP THRU $5,499	96	80	83.3			1	1.0			15	15.6
$ 5,500 THRU $ 6,999	36	17	47.2							19	52.8
$ 7,000 THRU $ 7,999	66	8	12.1							58	87.9
$ 8,000 THRU $ 8,999	65									65	100.0
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,230	634	28.4	1						1,595	71.5
PFS- 1 THRU 5*	1,899	604	31.8	1	.1					1,294	68.1
PFS- 6 THRU 9	276	28	10.1							248	89.9
PFS-10 THRU 12	45	1	2.2							44	97.8
PFS-13 THRU 16	9	1	11.1							8	88.9
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	64	9	14.1							55	85.9
UP THRU $6,499	32	4	12.5							28	87.5
$ 6,500 THRU $ 9,999	18	4	22.2							14	77.8
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999	4	1	25.0							3	75.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-5a

STANDARD METROPOLITAN STATISTICAL AREA
BIRMINGHAM, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,400	974	15.2	6	.1					5,420	84.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,505	408	11.6	6	.2					3,091	88.2
GS- 1 THRU 4	1,342	297	22.1	2	.1					1,043	77.7
GS- 5 THRU 8	973	73	7.5	1	.1					899	92.4
GS- 9 THRU 11	826	36	4.4	1	.1					789	95.5
GS-12 THRU 13	283	2	.7	1	.4					280	98.9
GS-14 THRU 15	78			1	1.3					77	98.7
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	182	108	59.3							74	40.7
UP THRU $5,499	137	104	75.9							33	24.1
$ 5,500 THRU $ 6,999	22	4	18.2							18	81.8
$ 7,000 THRU $ 7,999	19									19	100.0
$ 8,000 THRU $ 8,999	3									3	100.0
$ 9,000 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,653	446	16.8							2,207	83.2
PFS- 1 THRU 4*	2,286	418	18.3							1,868	81.7
PFS- 5 THRU 8	310	28	9.0							282	91.0
PFS- 9 THRU 11	43									43	100.0
PFS-12 THRU 15	13									13	100.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	60	12	20.0							48	80.0
UP THRU $6,499	41	11	26.8							30	73.2
$ 6,500 THRU $ 9,999	7									7	100.0
$10,000 THRU $13,999	10	1	10.0							9	90.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	1									1	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-6

STANDARD METROPOLITAN STATISTICAL AREA
BOSTON, MASSACHUSETTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	43,413	2,028	4.7	88	.2	16		112	.3	41,169	94.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	18,421	755	4.1	37	.2	6		82	.4	17,541	95.2
GS- 1 THRU 4	4,192	356	8.5	7	.2	5	.1	14	.3	3,810	90.9
GS- 5 THRU 8	4,643	224	4.8	10	.2	1		6	.1	4,402	94.8
GS- 9 THRU 11	4,360	100	2.3	10	.2			10	.2	4,240	97.2
GS-12 THRU 13	3,891	58	1.5	7	.2			31	.8	3,795	97.5
GS-14 THRU 15	1,265	16	1.3	3	.2			21	1.7	1,225	96.8
GS-16 THRU 18	70	1	1.4							69	98.6
TOTAL WAGE SYSTEMS.....	8,873	546	6.2	30	.3	4		12	.1	8,281	93.3
UP THRU $5,499	583	64	11.0	20	3.4			2	.3	497	85.2
$ 5,500 THRU $ 6,999	2,289	253	11.1	4	.2	2	.1	4	.2	2,026	88.5
$ 7,000 THRU $ 7,999	4,306	192	4.5	6	.1	2		4	.1	4,102	95.3
$ 8,000 THRU $ 8,999	617	24	3.9					1	.2	592	95.9
$ 9,000 THRU $ 9,999	488	10	2.0					1	.2	477	97.7
$10,000 THRU $13,999	578	3	.5							575	99.5
$14,000 THRU $17,999	10									10	100.0
$18,000 AND OVER	2									2	100.0
TOTAL POSTAL FIELD SERVICE.....	15,735	721	4.6	17	.1	6		14	.1	14,977	95.2
PFS- 1 THRU 5*	13,910	664	4.8	17	.1	5		13	.1	13,211	95.0
PFS- 6 THRU 9	1,332	51	3.8			1	.1	1	.1	1,279	96.0
PFS-10 THRU 12	293	5	1.7							288	98.3
PFS-13 THRU 16	180	1	.6							179	99.4
PFS-17 THRU 19	18									18	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	384	6	1.6	4	1.0			4	1.0	370	96.4
UP THRU $6,499	138	2	1.4	2	1.4			1	.7	133	96.4
$ 6,500 THRU $ 9,999	128	3	2.3	1	.8			1	.8	123	96.1
$10,000 THRU $13,999	40									40	100.0
$14,000 THRU $17,999	37	1	2.7	1	2.7					35	94.6
$18,000 THRU $25,999	17									17	100.0
$26,000 AND OVER	24							2	8.3	22	91.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-6a

STANDARD METROPOLITAN STATISTICAL AREA
BOSTON, MASSACHUSETTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	44,059	2,097	4.8	55	.1	10		81	.2	41,816	94.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	16,780	709	4.2	28	.2	6		63	.4	15,974	95.2
GS- 1 THRU 4	4,546	400	8.8	8	.2	5	.1	7	.2	4,126	90.8
GS- 5 THRU 8	3,972	160	4.0	7	.2	1		7	.2	3,797	95.6
GS- 9 THRU 11	4,217	105	2.5	9	.2			13	.3	4,090	97.0
GS-12 THRU 13	2,977	38	1.3	3	.1			19	.6	2,917	98.0
GS-14 THRU 15	1,006	6	.6	1	.1			15	1.5	984	97.8
GS-16 THRU 18	62							2	3.2	60	96.8
TOTAL WAGE SYSTEMS.....	8,927	564	6.3	13	.1	1		10	.1	8,339	93.4
UP THRU $5,499	1,278	185	14.5	4	.3			2	.2	1,087	85.1
$ 5,500 THRU $ 6,999	2,453	207	8.4	3	.1	1		3	.1	2,239	91.3
$ 7,000 THRU $ 7,999	4,117	163	4.0	5	.1			4	.1	3,945	95.8
$ 8,000 THRU $ 8,999	452	6	1.3	1	.2					445	98.5
$ 9,000 THRU $ 9,999	494	3	.6					1	.2	490	99.2
$10,000 THRU $13,999	116									116	100.0
$14,000 THRU $17,999	17									17	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	17,926	810	4.5	13	.1	3		7		17,093	95.4
PFS- 1 THRU 4*	15,712	739	4.7	13	.1	3		6		14,951	95.2
PFS- 5 THRU 8	1,740	65	3.7					1	.1	1,674	96.2
PFS- 9 THRU 11	297	5	1.7							292	98.3
PFS-12 THRU 15	153	1	.7							152	99.3
PFS-16 THRU 18	21									21	100.0
PFS-19 THRU 20	3									3	100.0
TOTAL OTHER PAY SYSTEMS	426	14	3.3	1	.2			1	.2	410	96.2
UP THRU $6,499	187	10	5.3	1	.5					176	94.1
$ 6,500 THRU $ 9,999	83	4	4.8					1	1.2	78	94.0
$10,000 THRU $13,999	75									75	100.0
$14,000 THRU $17,999	32									32	100.0
$18,000 AND OVER	49									49	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-7

STANDARD METROPOLITAN STATISTICAL AREA
CHARLESTON, SOUTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	15,193	2,709	17.8	30	.2	2		11	.1	12,441	81.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,974	374	6.3	18	.3			4	.1	5,578	93.4
GS- 1 THRU 4	1,787	239	13.4	7	.4			1	.1	1,540	86.2
GS- 5 THRU 8	1,855	103	5.6	3	.2			1	.1	1,748	94.2
GS- 9 THRU 11	1,624	26	1.6	4	.2			1	.1	1,593	98.1
GS-12 THRU 13	633	6	.9	1	.2					626	98.9
GS-14 THRU 15	74			3	4.1			1	1.4	70	94.6
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	8,596	2,180	25.4	12	.1	2		5	.1	6,397	74.4
UP THRU $5,499	761	591	77.7							170	22.3
$ 5,500 THRU $ 6,999	2,078	908	43.7	3	.1	1		4	.2	1,162	55.9
$ 7,000 THRU $ 7,999	1,842	321	17.4	4	.2	1	.1	1	.1	1,515	82.2
$ 8,000 THRU $ 8,999	2,699	335	12.4	5	.2					2,359	87.4
$ 9,000 THRU $ 9,999	459	14	3.1							445	96.9
$10,000 THRU $13,999	741	11	1.5							730	98.5
$14,000 THRU $17,999	13									13	100.0
$18,000 AND OVER	3									3	100.0
TOTAL POSTAL FIELD SERVICE.....	597	148	24.8					2	.3	447	74.9
PFS- 1 THRU 5*	498	139	27.9					1	.2	358	71.9
PFS- 6 THRU 9	85	9	10.6					1	1.2	75	88.2
PFS-10 THRU 12	11									11	100.0
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	26	7	26.9							19	73.1
UP THRU $6,499	19	7	36.8							12	63.2
$ 6,500 THRU $ 9,999	4									4	100.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-7a

STANDARD METROPOLITAN STATISTICAL AREA
CHARLESTON, SOUTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	16,046	2,717	16.9	10	.1	2		13	.1	13,304	82.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,102	303	5.0	4	.1			7	.1	5,788	94.9
GS- 1 THRU 4	2,138	227	10.6	2	.1			4	.2	1,905	89.1
GS- 5 THRU 8	1,790	47	2.6					2	.1	1,741	97.3
GS- 9 THRU 11	1,551	23	1.5							1,528	98.5
GS-12 THRU 13	559	5	.9	1	.2					553	98.9
GS-14 THRU 15	62	1	1.6	1	1.6			1	1.6	59	95.2
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	9,470	2,283	24.1	6	.1	2		5	.1	7,174	75.8
UP THRU $5,499	1,456	813	55.8					1	.1	642	44.1
$ 5,500 THRU $ 6,999	2,550	950	37.3	1		2	.1	2	.1	1,595	62.5
$ 7,000 THRU $ 7,999	4,060	494	12.2	5	.1			2		3,559	87.7
$ 8,000 THRU $ 8,999	483	20	4.1							463	95.9
$ 9,000 THRU $ 9,999	741	6	.8							735	99.2
$10,000 THRU $13,999	163									163	100.0
$14,000 THRU $17,999	17									17	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	447	127	28.4					1	.2	319	71.4
PFS- 1 THRU 4*	381	117	30.7					1	.3	263	69.0
PFS- 5 THRU 8	53	10	18.9							43	81.1
PFS- 9 THRU 11	9									9	100.0
PFS-12 THRU 15	4									4	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	27	4	14.8							23	85.2
UP THRU $6,499	15	4	26.7							11	73.3
$ 6,500 THRU $ 9,999	5									5	100.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER	2									2	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-8

STANDARD METROPOLITAN STATISTICAL AREA
CHICAGO, ILLINOIS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	73,024	30,127	41.3	670	.9	58	.1	372	.5	41,797	57.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	30,400	7,267	23.9	217	.7	28	.1	224	.7	22,664	74.6
GS- 1 THRU 4	8,472	3,852	45.5	92	1.1	8	.1	22	.3	4,498	53.1
GS- 5 THRU 8	8,552	2,371	27.7	54	.6	11	.1	53	.6	6,063	70.9
GS- 9 THRU 11	7,129	730	10.2	42	.6	4	.1	107	1.5	6,246	87.6
GS-12 THRU 13	4,954	262	5.3	20	.4	2		32	.6	4,638	93.6
GS-14 THRU 15	1,233	51	4.1	9	.7	2	.2	10	.8	1,161	94.2
GS-16 THRU 18	60	1	1.7			1	1.7			58	96.7
TOTAL WAGE SYSTEMS.....	6,189	2,545	41.1	125	2.0	1		13	.2	3,505	56.6
UP THRU $5,499	693	229	33.0	30	4.3					433	62.5
$ 5,500 THRU $ 6,999	2,121	1,548	73.0	52	2.5			1	.1	520	24.5
$ 7,000 THRU $ 7,999	911	362	39.7	21	2.3			1		527	57.8
$ 8,000 THRU $ 8,999	1,038	239	23.0	8	.8	1	.1	1	.1	785	75.6
$ 9,000 THRU $ 9,999	941	137	14.6	11	1.2			5	.5	791	84.1
$10,000 THRU $13,999	479	30	6.3	3	.6			2	.2	443	92.5
$14,000 THRU $17,999	6							3	.6	6	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	35,987	20,197	56.1	321	.9	28	.1	134	.4	15,307	42.5
PFS- 1 THRU 5*	31,829	18,525	58.2	298	.9	25	.1	124	.4	12,857	40.4
PFS- 6 THRU 9	3,255	1,534	47.1	22	.7	2	.1	10	.3	1,687	51.8
PFS-10 THRU 12	598	106	17.7	1	.2	1	.2			490	81.9
PFS-13 THRU 16	273	28	10.3							245	89.7
PFS-17 THRU 19	28	3	10.7							25	89.3
PFS-20 THRU 21	4	1	25.0							3	75.0
TOTAL OTHER PAY SYSTEMS	448	118	26.3	7	1.6	1	.2	1	.2	321	71.7
UP THRU $5,499	230	99	43.0	3	1.3					128	55.7
$ 6,500 THRU $ 9,999	111	16	14.4	4	3.6	1	.9	1	.9	89	80.2
$10,000 THRU $13,999	68	2	2.9							66	97.1
$14,000 THRU $17,999	17	1	5.9							16	94.1
$18,000 THRU $25,999	13									13	100.0
$26,000 AND OVER	9									9	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

5309

1969 MINORITY GROUP STUDY

TABLE 4-8a

STANDARD METROPOLITAN STATISTICAL AREA
CHICAGO, ILLINOIS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	66,970	28,008	41.8	607	.9	51	.1	290	.4	38,014	56.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	28,152	7,531	26.8	158	.6	30	.1	145	.5	20,288	72.1
GS- 1 THRU 4	9,983	4,860	48.7	81	.8	14	.1	26	.3	5,002	50.1
GS- 5 THRU 8	7,416	1,891	25.5	35	.5	8	.1	39	.5	5,443	73.4
GS- 9 THRU 11	5,837	569	9.7	30	.5	4	.1	50	.9	5,184	88.8
GS-12 THRU 13	3,861	170	4.4	9	.2	3	.1	22	.6	3,657	94.7
GS-14 THRU 15	994	40	4.0	3	.3	1	.1	8	.8	942	94.8
GS-16 THRU 18	61	1	1.6							60	98.4
TOTAL WAGE SYSTEMS.....	5,999	2,646	44.1	129	2.2	4	.1	13	.2	3,207	53.5
UP THRU $5,499	1,849	1,438	77.8	68	3.7	2	.1	2	.1	339	18.3
$ 5,500 THRU $ 6,999	1,718	806	46.9	45	2.6			5	.3	862	50.2
$ 7,000 THRU $ 7,999	1,091	258	23.6	11	1.0	2	.2	3	.3	817	74.9
$ 8,000 THRU $ 8,999	840	124	14.8	5	.6			3	.4	708	84.3
$ 9,000 THRU $ 9,999	281	15	5.3							266	94.7
$10,000 THRU $13,999	220	5	2.3							215	97.7
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	32,306	17,688	54.8	315	1.0	16		129	.4	14,158	43.8
PFS- 1 THRU 4*	28,862	16,587	57.5	299	1.0	13		124	.4	11,839	41.0
PFS- 5 THRU 8	2,691	1,008	37.5	15	.6	3	.1	5	.2	1,660	61.7
PFS- 9 THRU 11	509	70	13.8	1	.2					438	86.1
PFS-12 THRU 15	217	20	9.2							197	90.8
PFS-16 THRU 18	23	2	8.7							21	91.3
PFS-19 THRU 20	4	1	25.0							3	75.0
TOTAL OTHER PAY SYSTEMS	513	143	27.9	5	1.0	1	.2	3	.6	361	70.4
UP THRU $6,499	351	137	39.0	5	1.4	1	.3	3	.9	205	58.4
$ 6,500 THRU $ 9,999	104	4	3.8							100	96.2
$10,000 THRU $13,999	26	2	7.7							24	92.3
$14,000 THRU $17,999	9									9	100.0
$18,000 AND OVER	23									23	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-9

STANDARD METROPOLITAN STATISTICAL AREA
CINCINNATI, OHIO-KENTUCKY-INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	13,590	2,906	21.4	9	.1	4		17	.1	10,654	78.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,313	924	14.6	6	.1			13	.2	5,370	85.1
GS- 1 THRU 4	2,001	471	23.5	3	.1			2	.1	1,525	76.2
GS- 5 THRU 8	1,983	350	17.7	1	.1					1,632	82.3
GS- 9 THRU 11	1,144	79	6.9					4	.3	1,061	92.7
GS-12 THRU 13	853	23	2.7	1	.1			1	.1	828	97.1
GS-14 THRU 15	312	1	.3	1	.3			6	1.9	304	97.4
GS-16 THRU 18	20									20	100.0
TOTAL WAGE SYSTEMS.....	628	230	36.6					1	.2	397	63.2
UP THRU $5,499	39	22	56.4							17	43.6
$ 5,500 THRU $ 6,999	242	156	64.5							86	35.5
$ 7,000 THRU $ 7,999	91	29	31.9							62	68.1
$ 8,000 THRU $ 8,999	184	21	11.4							163	88.6
$ 9,000 THRU $ 9,999	50	2	4.0							48	96.0
$10,000 THRU $13,999	19							1	5.3	18	94.7
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	6,329	1,741	27.5	3		4	.1	2		4,579	72.3
PFS- 1 THRU 5*	4,862	1,500	30.9	1		4	.1	1		3,356	69.0
PFS- 6 THRU 9	1,086	217	20.0	1	.1			1	.1	867	79.8
PFS-10 THRU 12	163	11	6.7							152	93.3
PFS-13 THRU 16	195	12	6.2	1	.5					182	93.3
PFS-17 THRU 19	20	1	5.0							19	95.0
PFS-20 THRU 21	3									3	100.0
TOTAL OTHER PAY SYSTEMS	320	11	3.4					1	.3	308	96.3
UP THRU $6,499	133	9	6.8					1	.8	123	92.5
$ 6,500 THRU $ 9,999	105	2	1.9							103	98.1
$10,000 THRU $13,999	45									45	100.0
$14,000 THRU $17,999	33									33	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	4									4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
CINCINNATI, OHIO-KENTUCKY-INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14,076	3,158	22.4	7		1		14	.1	10,896	77.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,598	980	14.9	7	.1	1		12	.2	5,598	84.8
GS- 1 THRU 4	2,527	632	25.0	2	.1			1		1,892	74.9
GS- 5 THRU 8	1,651	249	15.1	1	.1	1	.1			1,400	84.8
GS- 9 THRU 11	1,231	82	6.7	2	.2			2	.2	1,145	93.0
GS-12 THRU 13	868	13	1.5	1	.1			1	.1	853	98.3
GS-14 THRU 15	302	4	1.3	1	.3			8	2.6	289	95.7
GS-16 THRU 18	19									19	100.0
TOTAL WAGE SYSTEMS.....	667	258	38.7							409	61.3
UP THRU $5,499	265	176	66.4							89	33.6
$ 5,500 THRU $ 6,999	176	61	34.7							115	65.3
$ 7,000 THRU $ 7,999	158	17	10.8							141	89.2
$ 8,000 THRU $ 8,999	41	3	7.3							38	92.7
$ 9,000 THRU $ 9,999	12	1	8.3							11	91.7
$10,000 THRU $13,999	15									15	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	6,449	1,907	29.6							4,542	70.4
PFS- 1 THRU 4*	5,226	1,740	33.3							3,486	66.7
PFS- 5 THRU 8	937	153	16.3							784	83.7
PFS- 9 THRU 11	152	9	5.9							143	94.1
PFS-12 THRU 15	114	5	4.4							109	95.6
PFS-16 THRU 18	17									17	100.0
PFS-19 THRU 20	3									3	100.0
TOTAL OTHER PAY SYSTEMS	362	13	3.6					2	.6	347	95.9
UP THRU $6,499	54	12	22.2					1	1.9	41	75.9
$ 6,500 THRU $ 9,999	164							1	.6	163	99.4
$10,000 THRU $13,999	60	1	1.7							59	98.3
$14,000 THRU $17,999	30									30	100.0
$18,000 AND OVER	54									54	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

397-650 O - 70 - 35

5512

1969 MINORITY GROUP STUDY

TABLE 4-10

STANDARD METROPOLITAN STATISTICAL AREA
CLEVELAND, OHIO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	20,870	6,707	32.1	36	.2	9		38	.2	14,080	67.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,107	1,950	21.4	8	.1	2		31	.3	7,116	78.1
GS- 1 THRU 4	2,248	1,049	46.7					2	.1	1,197	53.2
GS- 5 THRU 8	2,177	620	28.5			2	.1	2	.1	1,553	71.3
GS- 9 THRU 11	1,913	180	9.4					4	.2	1,729	90.4
GS-12 THRU 13	1,945	92	4.7	7	.4			11	.6	1,835	94.3
GS-14 THRU 15	785	8	1.0	1	.1			12	1.5	764	97.3
GS-16 THRU 18	39	1	2.6							38	97.4
TOTAL WAGE SYSTEMS.....	2,150	498	23.2	11	.5			1		1,640	76.3
UP THRU $5,499											
$ 5,500 THRU $ 6,999	351	274	78.1	3	.9					74	21.1
$ 7,000 THRU $ 7,999	238	87	36.6	2	.8					149	62.6
$ 8,000 THRU $ 8,999	236	61	25.8	1	.4					174	73.7
$ 9,000 THRU $ 9,999	716	54	7.5	3	.4					659	92.0
$10,000 THRU $13,999	550	22	4.0	2	.4					525	95.5
$14,000 THRU $17,999	55							1	.2	55	100.0
$18,000 AND OVER	4									4	100.0
TOTAL POSTAL FIELD SERVICE.....	9,459	4,233	44.8	17	.2	7	.1	6	.1	5,196	54.9
PFS- 1 THRU 5*	8,462	3,917	46.3	16	.2	6	.1	6	.1	4,517	53.4
PFS- 6 THRU 9	830	295	35.5	1	.1	1	.1			533	64.2
PFS-10 THRU 12	146	18	12.3							128	87.7
PFS-13 THRU 16	20	3	15.0							17	85.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	154	26	16.9							128	83.1
UP THRU $6,499	59	17	28.8							42	71.2
$ 6,500 THRU $ 9,999	36	8	22.2							28	77.8
$10,000 THRU $13,999	18	1	5.6							17	94.4
$14,000 THRU $17,999	12									12	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER	25									25	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY — TABLE 4-10a

STANDARD METROPOLITAN STATISTICAL AREA
CLEVELAND, OHIO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21,544	6,847	31.8	20	.1	11	.1	36	.2	14,630	67.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,599	1,994	20.8	6	.1	8	.1	26	.3	7,565	78.8
GS- 1 THRU 4	2,717	1,218	44.8	1		4	.1	1		1,493	55.0
GS- 5 THRU 8	2,173	531	24.4			1		3	.1	1,638	75.4
GS- 9 THRU 11	2,048	162	7.9	1		3	.1	3	.1	1,879	91.7
GS-12 THRU 13	1,889	77	4.1	4	.2			13	.7	1,795	95.0
GS-14 THRU 15	732	5	.7					6	.8	721	98.5
GS-16 THRU 18	40	1	2.5							39	97.5
TOTAL WAGE SYSTEMS.....	2,315	584	25.2	3	.1	2	.1			1,726	74.6
UP THRU $5,499	533	415	77.9	1	.2					117	22.0
$ 5,500 THRU $ 6,999	410	107	26.1	1	.2	1	.2			301	73.4
$ 7,000 THRU $ 7,999	759	50	6.6	1	.1	1	.1			707	93.1
$ 8,000 THRU $ 8,999	383	11	2.9							372	97.1
$ 9,000 THRU $ 9,999	118	1	.8							117	99.2
$10,000 THRU $13,999	103									103	100.0
$14,000 THRU $17,999	9									9	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	9,454	4,230	44.7	11	.1	1		10	.1	5,202	55.0
PFS- 1 THRU 4*	8,600	4,027	46.8	10	.1			10	.1	4,553	52.9
PFS- 5 THRU 8	673	180	26.7	1	.1	1	.1			491	73.0
PFS- 9 THRU 11	146	22	15.1							124	84.9
PFS-12 THRU 15	32	1	3.1							31	96.9
PFS-16 THRU 18	3									3	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	176	39	22.2							137	77.8
UP THRU $6,499	98	35	35.7							63	64.3
$ 6,500 THRU $ 9,999	27	3	11.1							24	88.9
$10,000 THRU $13,999	21									21	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER	28	1	3.6							27	96.4
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-11

STANDARD METROPOLITAN STATISTICAL AREA
COLUMBIA, SOUTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,325	1,158	21.7	11	.2	6	.1	5	.1	4,145	77.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,965	286	9.6	6	.2	1		4	.1	2,668	90.0
GS- 1 THRU 4	1,046	212	20.3	1	.1			4	.4	829	79.3
GS- 5 THRU 8	988	54	5.5	2	.2					932	94.3
GS- 9 THRU 11	548	15	2.7			1	.2			532	97.1
GS-12 THRU 13	308	4	1.3							304	98.7
GS-14 THRU 15	73	1	1.4	3	4.1					69	94.5
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	1,346	648	48.1	3	.2	4	.3			691	51.3
UP THRU $5,499	475	408	85.9							67	14.1
$ 5,500 THRU $ 6,999	425	187	44.0	1	.2	2	.5			235	55.3
$ 7,000 THRU $ 7,999	292	48	16.4	1	.3	2	.7			241	82.5
$ 8,000 THRU $ 8,999	102	5	4.9							97	95.1
$ 9,000 THRU $ 9,999	35			1	2.9					34	97.1
$10,000 THRU $13,999	17									17	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,000	223	22.3	2	.2	1	.1	1	.1	773	77.3
PFS- 1 THRU 5*	823	207	25.2	1	.1	1	.1	1	.1	613	74.5
PFS- 6 THRU 9	150	16	10.7	1	.7					133	88.7
PFS-10 THRU 12	21									21	100.0
PFS-13 THRU 16	6									6	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	14	1	7.1							13	92.9
UP THRU $6,499	5	1	20.0							4	80.0
$ 6,500 THRU $ 9,999	2									2	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-11a

STANDARD METROPOLITAN STATISTICAL AREA
COLUMBIA, SOUTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,178	1,191	23.0	5	.1	5	.1	6	.1	3,971	76.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,903	261	9.0	2	.1	1		5	.2	2,634	90.7
GS- 1 THRU 4	1,291	221	17.1					5	.4	1,065	82.5
GS- 5 THRU 8	816	30	3.7	2	.2					784	96.1
GS- 9 THRU 11	481	9	1.9			1	.2			471	97.9
GS-12 THRU 13	245	1	.4							244	99.6
GS-14 THRU 15	66									66	100.0
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	1,366	716	52.4	1	.1	2	.1			647	47.4
UP THRU $5,499	861	641	74.4	1	.1					219	25.4
$ 5,500 THRU $ 6,999	414	74	17.9			2	.5			338	81.6
$ 7,000 THRU $ 7,999	71	1	1.4							70	98.6
$ 8,000 THRU $ 8,999	13									13	100.0
$ 9,000 THRU $ 9,999	6									6	100.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	889	210	23.6	2	.2	2	.2	1	.1	674	75.8
PFS- 1 THRU 4*	754	200	26.5	2	.3	2	.3	1	.1	549	72.8
PFS- 5 THRU 8	113	10	8.8							103	91.2
PFS- 9 THRU 11	15									15	100.0
PFS-12 THRU 15	7									7	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	20	4	20.0							16	80.0
UP THRU $6,499	14	4	28.6							10	71.4
$ 6,500 THRU $ 9,999	5									5	100.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-12

STANDARD METROPOLITAN STATISTICAL AREA
DALLAS, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,917	2,069	16.0	324	2.5	78	.6	8	.1	10,438	80.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,933	407	6.9	135	2.3	55	.9	8	.1	5,328	89.8
GS- 1 THRU 4	1,248	225	18.0	36	2.9	20	1.6	2	.2	965	77.3
GS- 5 THRU 8	1,645	121	7.4	37	2.2	13	.8	2	.1	1,472	89.5
GS- 9 THRU 11	1,433	41	2.9	30	2.1	10	.7	1	.1	1,351	94.3
GS-12 THRU 13	1,148	17	1.5	27	2.4	8	.7	3	.3	1,093	95.2
GS-14 THRU 15	443	3	.7	5	1.1	3	.7			432	97.5
GS-16 THRU 18	16					1	6.3			15	93.8
TOTAL WAGE SYSTEMS.....	599	226	37.7	20	3.3	5	.8			348	58.1
UP THRU $5,499	219	157	71.7	10	4.6	2	.9			50	22.8
$ 5,500 THRU $ 6,999	87	40	46.0	1	1.1					46	52.9
$ 7,000 THRU $ 7,999	160	26	16.3	5	3.1	2	1.3			127	79.4
$ 8,000 THRU $ 8,999	83	1	1.2	4	4.8	1	1.2			77	92.8
$ 9,000 THRU $ 9,999	26	2	7.7							24	92.3
$10,000 THRU $13,999	24									24	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	6,268	1,424	22.7	169	2.7	18	.3			4,657	74.3
PFS- 1 THRU 5*	5,062	1,358	26.8	146	2.9	15	.3			3,543	70.0
PFS- 6 THRU 9	847	62	7.3	16	1.9	2	.2			767	90.6
PFS-10 THRU 12	186	3	1.6	4	2.2					179	96.2
PFS-13 THRU 16	146	1	.7	3	2.1	1	.7			141	96.6
PFS-17 THRU 19	25									25	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	117	12	10.3							105	89.7
UP THRU $6,499	45	12	26.7							33	73.3
$ 6,500 THRU $ 9,999	36									36	100.0
$10,000 THRU $13,999	16									16	100.0
$14,000 THRU $17,999	17									17	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-12a

STANDARD METROPOLITAN STATISTICAL AREA
DALLAS, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	11,688	1,630	13.9	218	1.9	59	.5	7	.1	9,774	83.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,373	328	6.1	95	1.8	42	.8	7	.1	4,901	91.2
GS- 1 THRU 4	1,341	203	15.1	26	1.9	14	1.0	3	.2	1,095	81.7
GS- 5 THRU 8	1,480	80	5.4	32	2.2	10	.7	2	.1	1,356	91.6
GS- 9 THRU 11	1,307	35	2.7	20	1.5	9	.7	1	.1	1,242	95.0
GS-12 THRU 13	887	8	.9	14	1.6	4	.5	1	.1	860	97.0
GS-14 THRU 15	339	2	.6	3	.9	3	.9			331	97.6
GS-16 THRU 18	19					2	10.5			17	89.5
TOTAL WAGE SYSTEMS.....	489	219	44.8	2	.4	6	1.2			262	53.6
UP THRU $5,499	274	187	68.2	2	.7	2	.7			83	30.3
$ 5,500 THRU $ 6,999	123	28	22.8			1	.8			94	76.4
$ 7,000 THRU $ 7,999	51	4	7.8			2	3.9			45	88.2
$ 8,000 THRU $ 8,999	38					1	2.6			37	97.4
$ 9,000 THRU $ 9,999	3									3	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	5,709	1,070	18.7	119	2.1	11	.2			4,509	79.0
PFS- 1 THRU 4*	4,664	1,030	22.1	108	2.3	10	.2			3,516	75.4
PFS- 5 THRU 8	728	35	4.8	7	1.0					686	94.2
PFS- 9 THRU 11	168	5	3.0	2	1.2					161	95.8
PFS-12 THRU 15	125			2	1.6	1	.8			122	97.6
PFS-16 THRU 18	22									22	100.0
PFS-19 THRU 20	2									2	100.0
TOTAL OTHER PAY SYSTEMS	117	13	11.1	2	1.7					102	87.2
UP THRU $6,499	69	13	18.8	2	2.9					54	78.3
$ 6,500 THRU $ 9,999	17									17	100.0
$10,000 THRU $13,999	11									11	100.0
$14,000 THRU $17,999	9									9	100.0
$18,000 AND OVER	11									11	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-13

STANDARD METROPOLITAN STATISTICAL AREA
DENVER, COLORADO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	23,637	2,074	8.8	1,661	7.0	91	.4	200	.8	19,611	83.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	15,639	993	6.3	505	3.2	69	.4	127	.8	13,945	89.2
GS- 1 THRU 4	3,387	464	13.7	217	6.4	32	.9	27	.8	2,647	78.2
GS- 5 THRU 8	4,577	363	7.9	176	3.8	21	.5	35	.8	3,982	87.0
GS- 9 THRU 11	3,585	127	3.5	74	2.1	10	.3	35	1.0	3,339	93.1
GS-12 THRU 13	3,195	35	1.1	34	1.1	4	.1	24	.8	3,098	97.0
GS-14 THRU 15	848	4	.5	4	.5	2	.2	6	.7	832	98.1
GS-16 THRU 18	47									47	100.0
TOTAL WAGE SYSTEMS.....	3,100	536	17.3	651	21.0	13	.4	19	.6	1,881	60.7
UP THRU $5,499	76	19	25.0	16	21.1	1	1.3			40	52.6
$ 5,500 THRU $ 6,999	979	288	29.4	278	28.4	4	.4	7	.7	402	41.1
$ 7,000 THRU $ 7,999	750	146	19.5	204	27.2	3	.4	6	.8	391	52.1
$ 8,000 THRU $ 8,999	843	63	7.5	117	13.9	5	.6	4	.5	654	77.6
$ 9,000 THRU $ 9,999	222	15	6.8	22	9.9			1	.5	184	82.9
$10,000 THRU $13,999	228	5	2.2	14	6.1			1	.4	208	91.2
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	4,778	541	11.3	502	10.5	9	.2	52	1.1	3,674	76.9
PFS- 1 THRU 5*	3,874	481	12.4	452	11.7	8	.2	46	1.2	2,887	74.5
PFS- 6 THRU 9	625	55	8.8	44	7.0	1	.2	4	.6	521	83.4
PFS-10 THRU 12	137	3	2.2	2	1.5			1	.7	131	95.6
PFS-13 THRU 16	115	2	1.7	3	2.6			1	.9	109	94.8
PFS-17 THRU 19	25			1	4.0					24	96.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	120	4	3.3	3	2.5			2	1.7	111	92.5
UP THRU $6,499	32	2	6.3	1	3.1					29	90.6
$ 6,500 THRU $ 9,999	38	1	2.6					1	2.6	36	94.7
$10,000 THRU $13,999	23			2	8.7					21	91.3
$14,000 THRU $17,999	16							1	6.3	15	93.8
$18,000 THRU $25,999	4	1	25.0							3	75.0
$26,000 AND OVER	7									7	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-13a

STANDARD METROPOLITAN STATISTICAL AREA
DENVER, COLORADO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	24,868	2,278	9.2	1,698	6.8	48	.2	184	.7	20,660	83.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	15,943	991	6.2	435	2.7	24	.2	128	.8	14,365	90.1
GS- 1 THRU 4	4,072	544	13.4	194	4.8	9	.2	31	.8	3,294	80.9
GS- 5 THRU 8	4,466	307	6.9	157	3.5	10	.2	35	.8	3,957	88.6
GS- 9 THRU 11	3,556	111	3.1	63	1.8	3	.1	30	.8	3,349	94.2
GS-12 THRU 13	3,069	28	.9	21	.7	1		31	1.0	2,988	97.4
GS-14 THRU 15	731	1	.1			1	.1	1	.1	728	99.6
GS-16 THRU 18	49									49	100.0
TOTAL WAGE SYSTEMS.....	4,195	731	17.4	962	22.9	16	.4	17	.4	2,469	58.9
UP THRU $5,499	1,389	431	31.0	582	41.9	3	.2	6	.4	367	26.4
$ 5,500 THRU $ 6,999	1,662	266	16.0	316	19.0	10	.6	11	.7	1,059	63.7
$ 7,000 THRU $ 7,999	849	32	3.8	52	6.1	3	.4			762	89.8
$ 8,000 THRU $ 8,999	228	1	.4	11	4.8					216	94.7
$ 9,000 THRU $ 9,999	49	1	2.0	1	2.0					47	95.9
$10,000 THRU $13,999	18									18	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,580	550	12.0	290	6.3	8	.2	38	.8	3,694	80.7
PFS= 1 THRU 4*	3,848	528	13.7	273	7.1	8	.2	35	.9	3,004	78.1
PFS= 5 THRU 8	516	20	3.9	12	2.3			3	.6	481	93.2
PFS= 9 THRU 11	119	1	.8	1	.8					117	98.3
PFS=12 THRU 15	78	1	1.3	3	3.8					74	94.9
PFS=16 THRU 18	18			1	5.6					17	94.4
PFS=19 THRU 20	1									1	100.0
TOTAL OTHER PAY SYSTEMS	150	6	4.0	11	7.3			1	.7	132	88.0
UP THRU $6,499	77	5	6.5	8	10.4					64	83.1
$ 6,500 THRU $ 9,999	26			1	3.8			1	3.8	24	92.3
$10,000 THRU $13,999	19	1	5.3	2	10.5					16	84.2
$14,000 THRU $17,999	10									10	100.0
$18,000 AND OVER	18									18	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-14

STANDARD METROPOLITAN STATISTICAL AREA
DETROIT, MICHIGAN

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	29,543	10,026	33.9	104	.4	40	.1	64	.2	19,309	65.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,368	3,532	26.4	31	.2	20	.1	42	.3	9,743	72.9
GS- 1 THRU 4	3,467	1,626	46.9	6	.2	5	.1	2	.1	1,828	52.7
GS- 5 THRU 8	3,263	1,213	37.2	5	.2	5	.2	11	.3	2,029	62.2
GS- 9 THRU 11	3,550	536	15.1	11	.3	5	.1	14	.4	2,984	84.1
GS-12 THRU 13	2,556	139	5.4	8	.3	5	.2	8	.3	2,396	93.7
GS-14 THRU 15	523	18	3.4	1	.2			7	1.3	497	95.0
GS-16 THRU 18	9									9	100.0
TOTAL WAGE SYSTEMS.....	1,914	691	36.1	10	.5	1	.1	3	.2	1,209	63.2
UP THRU $5,499	2									2	100.0
$ 5,500 THRU $ 6,999	270	157	58.1	2	.7					111	41.1
$ 7,000 THRU $ 7,999	390	266	68.2	1	.3					123	31.5
$ 8,000 THRU $ 8,999	326	116	35.6	3	.9			1	.3	206	63.2
$ 9,000 THRU $ 9,999	560	104	18.6	2	.4			1	.2	453	80.9
$10,000 THRU $13,999	350	47	13.4	2	.6	1	.3	1	.3	299	85.4
$14,000 THRU $17,999	16	1	6.3							15	93.8
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	14,029	5,763	41.1	63	.4	18	.1	18	.1	8,167	58.2
PFS- 1 THRU 5*	11,984	4,969	41.5	50	.4	16	.1	17	.1	6,932	57.8
PFS- 6 THRU 9	1,732	759	43.8	13	.8	1	.1	1	.1	958	55.3
PFS-10 THRU 12	260	28	10.8			1	.4			231	88.8
PFS-13 THRU 16	50	6	12.0							44	88.0
PFS-17 THRU 19	3	1	33.3							2	66.7
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	232	40	17.2			1	.4	1	.4	190	81.9
UP THRU $6,499	125	32	25.6			1	.8			92	73.6
$ 6,500 THRU $ 9,999	69	7	10.1							62	89.9
$10,000 THRU $13,999	16									16	100.0
$14,000 THRU $17,999	15							1	6.7	14	93.3
$18,000 THRU $25,999	5	1	20.0							4	80.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-14a

STANDARD METROPOLITAN STATISTICAL AREA
DETROIT, MICHIGAN

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	32,160	9,932	30.9	96	.3	25	.1	58	.2	22,049	68.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,708	3,659	26.7	38	.3	11	.1	32	.2	9,968	72.7
GS- 1 THRU 4	4,184	1,966	47.0	10	.2	2		5	.1	2,201	52.6
GS- 5 THRU 8	3,049	1,052	34.5	9	.3	1		4	.1	1,983	65.0
GS- 9 THRU 11	3,687	504	13.7	14	.4	4	.1	8	.2	3,157	85.6
GS-12 THRU 13	2,342	131	5.6	5	.2	3	.1	11	.5	2,192	93.6
GS-14 THRU 15	433	5	1.2			1	.2	4	.9	423	97.7
GS-16 THRU 18	13	1	7.7							12	92.3
TOTAL WAGE SYSTEMS.....	2,008	837	41.7	6	.3	1		5	.2	1,159	57.7
UP THRU $5,499	306	233	76.1							73	23.9
$ 5,500 THRU $ 6,999	535	313	58.5	1	.2			3	.6	218	40.7
$ 7,000 THRU $ 7,999	454	151	33.3	2	.4					301	66.3
$ 8,000 THRU $ 8,999	436	110	25.2	2	.5			1	.2	323	74.1
$ 9,000 THRU $ 9,999	145	26	17.9			1	.7			118	81.4
$10,000 THRU $13,999	126	4	3.2	1	.8			1	.8	120	95.2
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER	2									2	100.0
TOTAL POSTAL FIELD SERVICE.....	16,189	5,394	33.3	52	.3	13	.1	20	.1	10,710	66.2
PFS- 1 THRU 4*	14,516	4,768	32.8	45	.3	12	.1	18	.1	9,673	66.6
PFS- 5 THRU 8	1,374	590	42.9	7	.5	1	.1	2	.1	774	56.3
PFS- 9 THRU 11	249	30	12.0							219	88.0
PFS-12 THRU 15	47	4	8.5							43	91.5
PFS-16 THRU 18	3	2	66.7							1	33.3
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	255	42	16.5					1	.4	212	83.1
UP THRU $6,499	178	36	20.2							142	79.8
$ 6,500 THRU $ 9,999	39	3	7.7							36	92.3
$10,000 THRU $13,999	25	1	4.0							24	96.0
$14,000 THRU $17,999	6									6	100.0
$18,000 AND OVER	7	2	28.6					1	14.3	4	57.1
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-15

STANDARD METROPOLITAN STATISTICAL AREA
FORT WORTH, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,821	589	6.7	246	2.8	35	.4	20	.2	7,931	89.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,589	171	3.1	115	2.1	23	.4	4	.1	5,276	94.4
GS- 1 THRU 4	944	72	7.6	34	3.6	4	.4			834	88.3
GS- 5 THRU 8	1,456	45	3.1	31	2.1	4	.3	3	.2	1,373	94.3
GS- 9 THRU 11	1,409	34	2.4	25	1.8	6	.4	1	.1	1,343	95.3
GS-12 THRU 13	1,402	15	1.1	21	1.5	7	.5			1,359	96.9
GS-14 THRU 15	365	5	1.4	4	1.1	2	.5			354	97.0
GS-16 THRU 18	13									13	100.0
TOTAL WAGE SYSTEMS.....	783	146	18.6	33	4.2	3	.4			601	76.8
UP THRU $5,499	162	75	46.3	12	7.4					75	46.3
$ 5,500 THRU $ 6,999	164	54	32.9	12	7.3	1	.6			97	59.1
$ 7,000 THRU $ 7,999	276	14	5.1	8	2.9	2	.7			252	91.3
$ 8,000 THRU $ 8,999	128	2	1.6	1	.8					125	97.7
$ 9,000 THRU $ 9,999	30									30	100.0
$10,000 THRU $13,999	22									22	100.0
$14,000 THRU $17,999	1	1	100.0								
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,386	267	11.2	98	4.1	9	.4	16	.7	1,996	83.7
PFS- 1 THRU 5*	1,822	241	13.2	81	4.4	5	.3	14	.8	1,481	81.3
PFS- 6 THRU 9	409	26	6.4	13	3.2	3	.7	1	.2	366	89.5
PFS-10 THRU 12	76			4	5.3	1	1.3	1	1.3	70	92.1
PFS-13 THRU 16	73									73	100.0
PFS-17 THRU 19	6									6	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	63	5	7.9							58	92.1
UP THRU $6,499	19	1	5.3							18	94.7
$ 6,500 THRU $ 9,999	23	3	13.0							20	87.0
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999	8	1	12.5							7	87.5
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-15a

STANDARD METROPOLITAN STATISTICAL AREA
FORT WORTH, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,509	499	5.9	167	2.0	22	.3	3		7,818	91.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,527	143	2.6	78	1.4	12	.2	3	.1	5,291	95.7
GS- 1 THRU 4	1,152	74	6.4	31	2.7	3	.3	1	.1	1,043	90.5
GS- 5 THRU 8	1,521	38	2.5	17	1.1	4	.3	1	.1	1,461	96.1
GS- 9 THRU 11	1,346	25	1.9	22	1.6	3	.2	1	.1	1,295	96.2
GS-12 THRU 13	1,245	4	.3	5	.4	2	.2			1,234	99.1
GS-14 THRU 15	249	2	.8	3	1.2					244	98.0
GS-16 THRU 18	14									14	100.0
TOTAL WAGE SYSTEMS.....	905	150	16.6	27	3.0	2	.2			726	80.2
UP THRU $5,499	303	110	36.3	14	4.6	1	.3			178	58.7
$ 5,500 THRU $ 6,999	282	39	13.8	10	3.5					233	82.6
$ 7,000 THRU $ 7,999	258	1	.4	3	1.2	1	.4			253	98.1
$ 8,000 THRU $ 8,999	45									45	100.0
$ 9,000 THRU $ 9,999	11									11	100.0
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,966	194	9.9	58	3.0	8	.4			1,706	86.8
PFS- 1 THRU 4*	1,596	180	11.3	53	3.3	4	.3			1,359	85.2
PFS- 5 THRU 8	297	14	4.7	5	1.7	4	1.3			274	92.3
PFS- 9 THRU 11	52									52	100.0
PFS-12 THRU 15	19									19	100.0
PFS-16 THRU 18	2									2	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	111	12	10.8	4	3.6					95	85.6
UP THRU $6,499	57	11	19.3	4	7.0					42	73.7
$ 6,500 THRU $ 9,999	21									21	100.0
$10,000 THRU $13,999	11	1	9.1							10	90.9
$14,000 THRU $17,999	10									10	100.0
$18,000 AND OVER	12									12	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-16

STANDARD METROPOLITAN STATISTICAL AREA
GREENSBORO-WINSTON-SALEM-HIGH POINT, NORTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	3,168	551	17.4	4	.1	1		1		2,611	82.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,125	46	4.1	2	.2	1	.1	1	.1	1,075	95.6
GS- 1 THRU 4	291	26	8.9	1	.3			1	.3	263	90.4
GS- 5 THRU 8	286	8	2.8	1	.3	1	.3			276	96.5
GS- 9 THRU 11	309	10	3.2							299	96.8
GS-12 THRU 13	192	2	1.0							190	99.0
GS-14 THRU 15	46									46	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	51	17	33.3							34	66.7
UP THRU $5,499	20	12	60.0							8	40.0
$ 5,500 THRU $ 6,999	15	1	6.7							14	93.3
$ 7,000 THRU $ 7,999	15	4	26.7							11	73.3
$ 8,000 THRU $ 8,999	1									1	100.0
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,974	488	24.7	2	.1					1,484	75.2
PFS- 1 THRU 5*	1,606	451	28.1	2	.1					1,153	71.8
PFS- 6 THRU 9	325	36	11.1							289	88.9
PFS-10 THRU 12	33	1	3.0							32	97.0
PFS-13 THRU 16	10									10	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	18									18	100.0
UP THRU $6,499	12									12	100.0
$ 6,500 THRU $ 9,999	3									3	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-16a

STANDARD METROPOLITAN STATISTICAL AREA
GREENSBORO-WINSTON-SALEM-HIGH POINT, NORTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,241	452	20.2			2	.1			1,787	79.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,107	44	4.0							1,063	96.0
GS- 1 THRU 4	323	26	8.0							297	92.0
GS- 5 THRU 8	261	12	4.6							249	95.4
GS- 9 THRU 11	307	6	2.0							301	98.0
GS-12 THRU 13	170									170	100.0
GS-14 THRU 15	44									44	100.0
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	25	14	56.0							11	44.0
UP THRU $5,499	18	11	61.1							7	38.9
$ 5,500 THRU $ 6,999	6	3	50.0							3	50.0
$ 7,000 THRU $ 7,999	1									1	100.0
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,086	394	36.3			2	.2			690	63.5
PFS- 1 THRU 4*	868	376	43.3			2	.2			490	56.5
PFS- 5 THRU 8	195	18	9.2							177	90.8
PFS- 9 THRU 11	16									16	100.0
PFS-12 THRU 15	7									7	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	23									23	100.0
UP THRU $6,499	19									19	100.0
$ 6,500 THRU $ 9,999	2									2	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	1									1	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-17

STANDARD METROPOLITAN STATISTICAL AREA
HOUSTON, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	16,295	3,678	22.6	939	5.8	26	.2	31	.2	11,621	71.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	8,751	798	9.1	280	3.2	9	.1	24	.3	7,640	87.3
GS- 1 THRU 4	1,568	520	33.2	69	4.4	1	.1	3	.2	975	62.2
GS- 5 THRU 8	1,613	130	8.1	84	5.2	3	.2	2	.1	1,394	86.4
GS- 9 THRU 11	2,033	113	5.6	61	3.0	2	.1	4	.2	1,853	91.1
GS-12 THRU 13	2,415	35	1.4	43	1.8	2	.1	11	.5	2,324	96.2
GS-14 THRU 15	1,089			23	2.1	1	.1	4	.4	1,061	97.4
GS-16 THRU 18	33									33	100.0
TOTAL WAGE SYSTEMS.....	1,182	480	40.6	58	4.9	6	.5	1	.1	637	53.9
UP THRU $5,499	101	83	82.2	2	2.0						
$ 5,500 THRU $ 6,999	323	270	83.6	6	1.9					16	15.8
$ 7,000 THRU $ 7,999	182	94	51.6	12	6.6	1	.5			47	14.6
$ 8,000 THRU $ 8,999	413	29	7.0	33	8.0	4	1.0	1	.2	75	41.2
$ 9,000 THRU $ 9,999	103	2	1.9	5	4.9	1	1.0			346	83.8
$10,000 THRU $13,999	60	2	3.3							95	92.2
$14,000 THRU $17,999										5	96.7
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	6,208	2,374	38.2	596	9.6	11	.2	6	.1	3,221	51.9
PFS- 1 THRU 5*	5,127	2,069	40.4	518	10.1	9	.2	5	.1	2,526	49.3
PFS- 6 THRU 9	932	302	32.4	78	8.4	2	.2	1	.1	549	58.9
PFS-10 THRU 12	131	3	2.3							128	97.7
PFS-13 THRU 16	18									18	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	154	26	16.9	5	3.2					123	79.9
UP THRU $6,499	57	22	38.6	2	3.5					33	57.9
$ 6,500 THRU $ 9,999	39	3	7.7	2	5.1					34	87.2
$10,000 THRU $13,999	8									8	100.0
$14,000 THRU $17,999	11	1	9.1	1	9.1					9	81.8
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	36									36	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
HOUSTON, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	15,799	3,418	21.6	789	5.0	22	.1	27	.2	11,543	73.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	8,569	753	8.8	237	2.8	13	.2	20	.2	7,546	88.1
GS- 1 THRU 4	1,726	505	29.3	73	4.2			2	.1	1,146	66.4
GS- 5 THRU 8	1,688	124	7.3	74	4.4	2	.1			1,488	88.2
GS- 9 THRU 11	2,062	105	5.1	51	2.5	5	.2	6	.3	1,895	91.9
GS-12 THRU 13	2,164	19	.9	32	1.5	4	.2	10	.5	2,099	97.0
GS-14 THRU 15	896			7	.8	2	.2	2	.2	885	98.8
GS-16 THRU 18	33									33	100.0
TOTAL WAGE SYSTEMS.....	1,097	468	42.7	51	4.6	2	.2	1	.1	575	52.4
UP THRU $5,499	341	303	88.9	5	1.5					33	9.7
$ 5,500 THRU $ 6,999	293	129	44.0	19	6.5	1	.3			144	49.1
$ 7,000 THRU $ 7,999	278	33	11.9	21	7.6	1	.4	1	.4	222	79.9
$ 8,000 THRU $ 8,999	125	3	2.4	6	4.8					116	92.8
$ 9,000 THRU $ 9,999	45									45	100.0
$10,000 THRU $13,999	15									15	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	5,985	2,160	36.1	496	8.3	7	.1	6	.1	3,316	55.4
PFS- 1 THRU 4*	5,033	1,932	38.4	433	8.6	4	.1	6	.1	2,658	52.8
PFS- 5 THRU 8	793	225	28.4	63	7.9	3	.4			502	63.3
PFS- 9 THRU 11	132	3	2.3							129	97.7
PFS-12 THRU 15	26									26	100.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	148	37	25.0	5	3.4					106	71.6
UP THRU $6,499	89	36	40.4	4	4.5					49	55.1
$ 6,500 THRU $ 9,999	8									8	100.0
$10,000 THRU $13,999	11	1	9.1							10	90.9
$14,000 THRU $17,999	8			1	12.5					7	87.5
$18,000 AND OVER	32									32	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-18

STANDARD METROPOLITAN STATISTICAL AREA
HUNTSVILLE, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	17,630	480	2.7	22	.1	6		17	.1	17,105	97.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	15,371	284	1.8	21	.1	6		15	.1	15,045	97.9
GS- 1 THRU 4	1,895	120	6.3	3	.2			3	.2	1,769	93.4
GS- 5 THRU 8	2,698	62	2.3			1		3	.1	2,632	97.6
GS- 9 THRU 11	3,775	79	2.1	6	.2	1		2	.1	3,687	97.7
GS-12 THRU 13	5,010	22	.4	9	.2	2		7	.1	4,970	99.2
GS-14 THRU 15	1,922	1	.1	3	.2	2	.1			1,916	99.7
GS-16 THRU 18	71									71	100.0
TOTAL WAGE SYSTEMS.....	1,773	170	9.6	1	.1			2	.1	1,600	90.2
UP THRU $5,499	83	53	63.9							30	36.1
$ 5,500 THRU $ 6,999	497	100	20.1					1	.2	396	79.7
$ 7,000 THRU $ 7,999	344	11	3.2	1	.3					332	96.5
$ 8,000 THRU $ 8,999	543	3	.6							540	99.4
$ 9,000 THRU $ 9,999	186	2	1.1					1	.5	183	98.4
$10,000 THRU $13,999	117	1	.9							116	99.1
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	429	25	5.8							404	94.2
PFS- 1 THRU 5*	340	22	6.5							318	93.5
PFS- 6 THRU 9	76	3	3.9							73	96.1
PFS-10 THRU 12	10									10	100.0
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	57	1	1.8							56	98.2
UP THRU $6,499	3	1	33.3							2	66.7
$ 6,500 THRU $ 9,999	9									9	100.0
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999	4									4	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	37									37	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

529

1969 MINORITY GROUP STUDY

TABLE 4-18a

STANDARD METROPOLITAN STATISTICAL AREA
HUNTSVILLE, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	18,063	594	3.3	19	.1	4		10	.1	17,436	96.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	15,122	385	2.5	18	.1	3		9	.1	14,707	97.3
GS- 1 THRU 4	2,373	133	5.6	1						2,239	94.4
GS- 5 THRU 8	2,906	201	6.9	6	.2					2,699	92.9
GS- 9 THRU 11	3,526	35	1.0	3	.1	1		3	.1	3,484	98.8
GS-12 THRU 13	4,543	16	.4	6	.1	2		6	.1	4,515	99.3
GS-14 THRU 15	1,750			2	.1					1,748	99.9
GS-16 THRU 18	22									22	100.0
TOTAL WAGE SYSTEMS.....	2,408	190	7.9	1				1		2,216	92.0
UP THRU $5,499	272	126	46.3							146	53.7
$ 5,500 THRU $ 6,999	658	53	8.1							605	91.9
$ 7,000 THRU $ 7,999	880	8	.9							872	99.1
$ 8,000 THRU $ 8,999	402	3	.7					1	.2	398	99.0
$ 9,000 THRU $ 9,999	128			1	.8					127	99.2
$10,000 THRU $13,999	68									68	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	471	18	3.8			1	.2			452	96.0
PFS- 1 THRU 4*	382	16	4.2			1	.3			365	95.5
PFS- 5 THRU 8	75	2	2.7							73	97.3
PFS- 9 THRU 11	11									11	100.0
PFS-12 THRU 15	3									3	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	62	1	1.6							61	98.4
UP THRU $6,499	9	1	11.1							8	88.9
$ 6,500 THRU $ 9,999	5									5	100.0
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER	40									40	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-19

STANDARD METROPOLITAN STATISTICAL AREA
INDIANAPOLIS, INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	17,062	4,396	25.8	19	.1	2		17	.1	12,628	74.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,806	2,108	21.5	10	.1	2		14	.1	7,672	78.2
GS- 1 THRU 4	3,993	1,339	33.5	2	.1	2	.1	4	.1	2,646	66.3
GS- 5 THRU 8	2,565	629	24.5	5	.2			2	.1	1,929	75.2
GS- 9 THRU 11	1,971	118	6.0	1	.1			3	.2	1,849	93.8
GS-12 THRU 13	1,067	19	1.8	1	.1			3	.3	1,044	97.8
GS-14 THRU 15	203	3	1.5	1	.5			2	1.0	197	97.0
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....	2,551	568	22.3	4	.2			3	.1	1,976	77.5
UP THRU $5,499	14	7	50.0							7	50.0
$ 5,500 THRU $ 5,999	448	301	67.2					1	.2	146	32.6
$ 7,000 THRU $ 7,999	572	166	29.0	1	.2			2	.3	403	70.5
$ 8,000 THRU $ 8,999	378	61	16.1	1	.3					316	83.6
$ 9,000 THRU $ 9,999	745	27	3.6	2	.3					716	96.1
$10,000 THRU $13,999	384	6	1.6							378	98.4
$14,000 THRU $17,999	10									10	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,635	1,709	36.9	5	.1					2,921	63.0
PFS- 1 THRU 5*	3,918	1,539	39.3	5	.1					2,374	60.6
PFS- 6 THRU 9	621	162	26.1							459	73.9
PFS-10 THRU 12	83	6	7.2							77	92.8
PFS-13 THRU 16	12	2	16.7							10	83.3
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	70	11	15.7							59	84.3
UP THRU $6,499	42	11	26.2							31	73.8
$ 6,500 THRU $ 9,999	7									7	100.0
$10,000 THRU $13,999	11									11	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	4									4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-19a

STANDARD METROPOLITAN STATISTICAL AREA
INDIANAPOLIS, INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	17,369	4,660	26.8	15	.1	4		23	.1	12,667	72.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,999	2,351	23.5	13	.1	4		18	.2	7,613	76.1
GS- 1 THRU 4	4,805	1,644	34.2	5	.1	3	.1	8	.2	3,145	65.5
GS- 5 THRU 8	2,447	611	25.0	4	.2	1		3	.1	1,828	74.7
GS- 9 THRU 11	1,658	82	4.9	2	.1			3	.2	1,571	94.8
GS-12 THRU 13	936	12	1.3	1	.1			3	.3	920	98.3
GS-14 THRU 15	146	2	1.4	1	.7			1	.7	142	97.3
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....	2,758	640	23.2	2	.1			2	.1	2,114	76.6
UP THRU $5,499	343	252	73.5							91	26.5
$ 5,500 THRU $ 6,999	956	318	33.3	2	.2			2	.2	634	66.3
$ 7,000 THRU $ 7,999	510	52	10.2							458	89.8
$ 8,000 THRU $ 8,999	707	17	2.4							690	97.6
$ 9,000 THRU $ 9,999	100	1	1.0							99	99.0
$10,000 THRU $13,999	140									140	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,530	1,656	36.6					3	.1	2,871	63.4
PFS- 1 THRU 4*	4,036	1,567	38.8					3	.1	2,466	61.1
PFS- 5 THRU 8	406	82	20.2							324	79.8
PFS- 9 THRU 11	70	5	7.1							65	92.9
PFS-12 THRU 15	17	2	11.8							15	88.2
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	82	13	15.9							69	84.1
UP THRU $6,499	59	13	22.0							46	78.0
$ 6,500 THRU $ 9,999	9									9	100.0
$10,000 THRU $13,999	9									9	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	4									4	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-20

STANDARD METROPOLITAN STATISTICAL AREA
JACKSON, MISSISSIPPI

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,977	387	13.0	1		2	.1	2	.1	2,585	86.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,898	134	7.1	1	.1	1	.1	2	.1	1,760	92.7
GS- 1 THRU 4	505	95	18.8							410	81.2
GS- 5 THRU 8	595	21	3.5					1	.2	573	96.3
GS- 9 THRU 11	463	18	3.9							445	96.1
GS-12 THRU 13	274									274	100.0
GS-14 THRU 15	58			1	1.7	1	1.7	1	1.7	55	94.8
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	269	111	41.3							158	58.7
UP THRU $5,499	106	97	91.5							9	8.5
$ 5,500 THRU $ 6,999	29	11	37.9							18	62.1
$ 7,000 THRU $ 7,999	50	2	4.0							48	96.0
$ 8,000 THRU $ 8,999	43	1	2.3							42	97.7
$ 9,000 THRU $ 9,999	23									23	100.0
$10,000 THRU $13,999	18									18	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	753	128	17.0			1	.1			624	82.9
PFS- 1 THRU 5*	598	122	20.4			1	.2			475	79.4
PFS- 6 THRU 9	139	6	4.3							133	95.7
PFS-10 THRU 12	12									12	100.0
PFS-13 THRU 16	4									4	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	57	14	24.6							43	75.4
UP THRU $6,499	25	13	52.0							12	48.0
$ 6,500 THRU $ 9,999	16	1	6.3							15	93.8
$10,000 THRU $13,999	10									10	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-20a

STANDARD METROPOLITAN STATISTICAL AREA
JACKSON, MISSISSIPPI

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,833	373	13.2	1				2	.1	2,457	86.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,866	119	6.4	1	.1			2	.1	1,744	93.5
GS- 1 THRU 4	580	90	15.5							490	84.5
GS- 5 THRU 8	489	18	3.7							471	96.3
GS- 9 THRU 11	450	11	2.4							439	97.6
GS-12 THRU 13	282			1	.4			1	.4	280	99.3
GS-14 THRU 15	61							1	1.6	60	98.4
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	205	147	71.7							58	28.3
UP THRU $5,499	156	139	89.1							17	10.9
$ 5,500 THRU $ 6,999	42	7	16.7							35	83.3
$ 7,000 THRU $ 7,999	6	1	16.7							5	83.3
$ 8,000 THRU $ 8,999	1									1	100.0
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	703	95	13.5							608	86.5
PFS- 1 THRU 4*	574	92	16.0							482	84.0
PFS- 5 THRU 8	108	3	2.8							105	97.2
PFS- 9 THRU 11	14									14	100.0
PFS-12 THRU 15	7									7	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	59	12	20.3							47	79.7
UP THRU $6,499	36	12	33.3							24	66.7
$ 6,500 THRU $ 9,999	10									10	100.0
$10,000 THRU $13,999	7									7	100.0
$14,000 THRU $17,999	5									5	100.0
$18,000 AND OVER	1									1	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-21

STANDARD METROPOLITAN STATISTICAL AREA
JACKSONVILLE, FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	10,819	1,592	14.7	41	.4	20	.2	8	.1	9,158	84.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,279	151	3.5	16	.4	5	.1	7	.2	4,100	95.8
GS- 1 THRU 4	1,474	112	7.6	6	.4	3	.2	4	.3	1,349	91.5
GS- 5 THRU 8	1,277	29	2.3	4	.3	1	.1	2	.2	1,241	97.2
GS- 9 THRU 11	953	8	.8	3	.3	1	.1	1	.1	940	98.6
GS-12 THRU 13	498	2	.4	3	.6					493	99.0
GS-14 THRU 15	75									75	100.0
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	4,691	842	17.9	20	.4	11	.2	1		3,817	81.4
UP THRU $5,499	296	216	73.0							80	27.0
$ 5,500 THRU $ 6,999	1,679	505	30.1	6	.4	5	.3	1	.1	1,162	69.2
$ 7,000 THRU $ 7,999	1,761	112	6.4	13	.7	6	.3			1,630	92.6
$ 8,000 THRU $ 8,999	468	9	1.9	1	.2					458	97.9
$ 9,000 THRU $ 9,999	153									153	100.0
$10,000 THRU $13,999	312									312	100.0
$14,000 THRU $17,999	18									18	100.0
$18,000 AND OVER	4									4	100.0
TOTAL POSTAL FIELD SERVICE.....	1,828	599	32.8	5	.3	4	.2			1,220	66.7
PFS- 1 THRU 5*	1,510	541	35.8	4	.3	4	.3			961	63.6
PFS- 6 THRU 9	268	55	20.5	1	.4					212	79.1
PFS-10 THRU 12	44	3	6.8							41	93.2
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	21									21	100.0
UP THRU $6,499	13									13	100.0
$ 6,500 THRU $ 9,999	6									6	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-21a

STANDARD METROPOLITAN STATISTICAL AREA
JACKSONVILLE, FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9,976	1,582	15.9	21	.2	5	.1	2		8,366	83.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,047	104	2.6	12	.3			2		3,929	97.1
GS- 1 THRU 4	1,528	78	5.1	3	.2			1	.1	1,446	94.6
GS- 5 THRU 8	1,120	18	1.6	3	.3					1,099	98.1
GS- 9 THRU 11	936	7	.7	4	.4			1	.1	924	98.7
GS-12 THRU 13	392	1	.3	2	.5					389	99.2
GS-14 THRU 15	68									68	100.0
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	3,941	828	21.0	7	.2	5	.1			3,101	78.7
UP THRU $5,499	822	470	57.2							352	42.8
$ 5,500 THRU $ 6,999	2,745	352	12.8	7	.3	5	.2			2,381	86.7
$ 7,000 THRU $ 7,999	300	6	2.0							294	98.0
$ 8,000 THRU $ 8,999	61									61	100.0
$ 9,000 THRU $ 9,999	7									7	100.0
$10,000 THRU $13,999	5									5	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,882	638	33.9	2	.1					1,242	66.0
PFS- 1 THRU 4*	1,602	594	37.1	1	.1					1,007	62.9
PFS- 5 THRU 8	231	41	17.7	1	.4					189	81.8
PFS- 9 THRU 11	36	3	8.3							33	91.7
PFS-12 THRU 15	12									12	100.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	106	12	11.3							94	88.7
UP THRU $6,499	57	10	17.5							47	82.5
$ 6,500 THRU $ 9,999	38	1	2.6							37	97.4
$10,000 THRU $13,999	7									7	100.0
$14,000 THRU $17,999	4	1	25.0							3	75.0
$18,000 AND OVER											
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-22

STANDARD METROPOLITAN STATISTICAL AREA
KANSAS CITY, MISSOURI-KANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21,826	4,085	18.7	227	1.0	25	.1	47	.2	17,442	79.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,704	1,607	11.7	112	.8	18	.1	38	.3	11,929	87.0
GS- 1 THRU 4	4,146	928	22.4	38	.9	5	.1	4	.1	3,171	76.5
GS- 5 THRU 8	4,152	483	11.6	38	.9	5	.1	10	.2	3,616	87.1
GS- 9 THRU 11	2,841	155	5.5	20	.7	6	.2	10	.4	2,650	93.3
GS-12 THRU 13	2,009	36	1.8	12	.6	2	.1	12	.6	1,947	96.9
GS-14 THRU 15	531	5	.9	4	.8			2	.4	520	97.9
GS-16 THRU 18	25									25	100.0
TOTAL WAGE SYSTEMS.....	1,436	477	33.2	12	.8			2	.1	945	65.8
UP THRU $5,499	6	2	33.3	1	16.7					3	50.0
$ 5,500 THRU $ 6,999	580	365	62.9	5	.9			2	.3	208	35.9
$ 7,000 THRU $ 7,999	261	77	29.5	2	.8					182	69.7
$ 8,000 THRU $ 8,999	424	28	6.6	3	.7					393	92.7
$ 9,000 THRU $ 9,999	64	5	7.8							59	92.2
$10,000 THRU $13,999	97			1	1.0					96	99.0
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	6,569	1,995	30.4	103	1.6	7	.1	6	.1	4,458	67.9
PFS- 1 THRU 5*	5,598	1,834	32.8	94	1.7	7	.1	5	.1	3,658	65.3
PFS- 6 THRU 9	790	155	19.6	9	1.1			1	.1	625	79.1
PFS-10 THRU 12	121	6	5.0							115	95.0
PFS-13 THRU 16	56									56	100.0
PFS-17 THRU 19	4									4	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	117	6	5.1					1	.9	110	94.0
UP THRU $6,499	39	6	15.4							33	84.6
$ 6,500 THRU $ 9,999	38									38	100.0
$10,000 THRU $13,999	19									19	100.0
$14,000 THRU $17,999	13							1	7.7	12	92.3
$18,000 THRU $25,999	6									6	100.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-22a

STANDARD METROPOLITAN STATISTICAL AREA
KANSAS CITY, MISSOURI-KANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	19,947	3,606	18.1	149	.7	19	.1	17	.1	16,156	81.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,624	1,462	11.6	77	.6	15	.1	13	.1	11,057	87.6
GS- 1 THRU 4	4,282	954	22.3	38	.9	6	.1	2		3,282	76.6
GS- 5 THRU 8	3,570	362	10.1	19	.5	4	.1	6	.2	3,179	89.0
GS- 9 THRU 11	2,543	121	4.8	12	.5	4	.2	4	.2	2,402	94.5
GS-12 THRU 13	1,739	22	1.3	6	.3	1	.1	1	.1	1,709	98.3
GS-14 THRU 15	469	3	.6	2	.4					464	98.9
GS-16 THRU 18	21									21	100.0
TOTAL WAGE SYSTEMS.....	1,607	513	31.9	8	.5	2	.1	2	.1	1,082	67.3
UP THRU $5,499	428	327	76.4	3	.7			2	.5	96	22.4
$ 5,500 THRU $ 6,999	518	162	31.3	5	1.0					351	67.8
$ 7,000 THRU $ 7,999	511	22	4.3							489	95.7
$ 8,000 THRU $ 8,999	87	2	2.3			2	2.3			83	95.4
$ 9,000 THRU $ 9,999	52									52	100.0
$10,000 THRU $13,999	11									11	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	5,557	1,611	29.0	57	1.0	2		1		3,886	69.9
PFS- 1 THRU 4*	4,784	1,514	31.6	54	1.1	2		1		3,213	67.2
PFS- 5 THRU 8	650	90	13.8	3	.5					557	85.7
PFS- 9 THRU 11	94	6	6.4							88	93.6
PFS-12 THRU 15	26	1	3.8							25	96.2
PFS-16 THRU 18	3									3	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	159	20	12.6	7	4.4			1	.6	131	82.4
UP THRU $6,499	79	17	21.5	7	8.9					55	69.6
$ 6,500 THRU $ 9,999	23	1	4.3							22	95.7
$10,000 THRU $13,999	23									23	100.0
$14,000 THRU $17,999	20	2	10.0							18	90.0
$18,000 AND OVER	14							1	7.1	13	92.9
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-23

STANDARD METROPOLITAN STATISTICAL AREA
LITTLE ROCK-NORTH LITTLE ROCK, ARKANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,764	817	14.2	12	.2	8	.1	4	.1	4,923	85.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,662	295	8.1	8	.2	7	.2	4	.1	3,348	91.4
GS- 1 THRU 4	1,162	236	20.3	2	.2	3	.3	1	.1	920	79.2
GS- 5 THRU 8	1,036	40	3.9							996	96.1
GS- 9 THRU 11	863	17	2.0	1	.1	4	.5	1	.1	840	97.3
GS-12 THRU 13	467	2	.4	3	.6			2	.4	460	98.5
GS-14 THRU 15	132			2	1.5					130	98.5
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	998	345	34.6	3	.3	1	.1			649	65.0
UP THRU $5,499	325	268	82.5								
$ 5,500 THRU $ 6,999	156	52	33.3	2	1.3	1	.6			57	17.5
$ 7,000 THRU $ 7,999	158	19	12.0							101	64.7
$ 8,000 THRU $ 8,999	292	6	2.1							139	88.0
$ 9,000 THRU $ 9,999	18			1	5.6					286	97.9
$10,000 THRU $13,999	49									17	94.4
$14,000 THRU $17,999										49	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,050	163	15.5	1	.1					886	84.4
PFS- 1 THRU 5*	876	147	16.8	1	.1					728	83.1
PFS- 6 THRU 9	147	14	9.5							133	90.5
PFS-10 THRU 12	19	1	5.3							18	94.7
PFS-13 THRU 16	8	1	12.5							7	87.5
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	54	14	25.9							40	74.1
UP THRU $6,499	37	13	35.1							24	64.9
$ 6,500 THRU $ 9,999	11	1	9.1							10	90.9
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
LITTLE ROCK-NORTH LITTLE ROCK, ARKANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,982	813	16.3	7	.1	4	.1	2		4,156	83.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,310	298	9.0	5	.2	4	.1	2	.1	3,001	90.7
GS- 1 THRU 4	1,246	267	21.4			2	.2			977	78.4
GS- 5 THRU 8	800	20	2.5	1	.1			1	.1	778	97.3
GS- 9 THRU 11	763	8	1.0	1	.1	2	.3	1	.1	751	98.4
GS-12 THRU 13	392	2	.5	2	.5					388	99.0
GS-14 THRU 15	106	1	.9	1	.9					104	98.1
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	567	326	57.5	1	.2					240	42.3
UP THRU $5,499	429	319	74.4	1	.2					109	25.4
$ 5,500 THRU $ 6,999	93	6	6.5							87	93.5
$ 7,000 THRU $ 7,999	40	1	2.5							39	97.5
$ 8,000 THRU $ 8,999	5									5	100.0
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,035	173	16.7	1	.1					861	83.2
PFS- 1 THRU 4*	869	161	18.5	1	.1					707	81.4
PFS- 5 THRU 8	139	11	7.9							128	92.1
PFS- 9 THRU 11	16	1	6.3							15	93.8
PFS-12 THRU 15	11									11	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	70	16	22.9							54	77.1
UP THRU $6,499	51	16	31.4							35	68.6
$ 6,500 THRU $ 9,999	11									11	100.0
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER	1									1	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-24

STANDARD METROPOLITAN STATISTICAL AREA
LOS ANGELES-LONG BEACH, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	65,671	16,355	24.9	3,993	6.1	240	.4	1,625	2.5	43,458	66.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	25,049	3,878	15.5	965	3.9	103	.4	673	2.7	19,430	77.6
GS- 1 THRU 4	5,769	1,968	34.1	320	5.5	43	.7	121	2.1	3,317	57.5
GS- 5 THRU 8	7,228	1,339	18.5	342	4.7	28	.4	230	3.2	5,289	73.2
GS- 9 THRU 11	6,439	413	6.4	203	3.2	20	.3	196	3.0	5,607	87.1
GS-12 THRU 13	4,349	145	3.3	79	1.8	12	.3	101	2.3	4,012	92.3
GS-14 THRU 15	1,234	13	1.1	20	1.6			25	2.0	1,176	95.3
GS-16 THRU 18	30			1	3.3					29	96.7
TOTAL WAGE SYSTEMS.....	10,533	2,920	27.7	762	7.2	64	.6	343	3.3	6,444	61.2
UP THRU $5,499	10							1	10.0	9	90.0
$ 5,500 THRU $ 6,999	2,052	1,125	54.8	137	6.7	9	.4	72	3.5	709	34.6
$ 7,000 THRU $ 7,999	2,128	825	38.8	185	8.7	15	.7	85	4.0	1,018	47.8
$ 8,000 THRU $ 8,999	3,922	723	18.4	275	7.0	30	.8	133	3.4	2,761	70.4
$ 9,000 THRU $ 9,999	1,071	156	14.6	94	8.8	6	.6	26	2.4	789	73.7
$10,000 THRU $13,999	1,317	91	6.9	71	5.4	4	.3	25	1.9	1,126	85.5
$14,000 THRU $17,999	32							1	3.1	31	96.9
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	29,630	9,486	32.0	2,246	7.6	71	.2	606	2.0	17,221	58.1
PFS- 1 THRU 5*	25,958	8,691	33.5	2,070	8.0	63	.2	518	2.0	14,616	56.3
PFS- 6 THRU 9	3,059	736	24.1	165	5.4	8	.3	86	2.8	2,064	67.5
PFS-10 THRU 12	503	49	9.7	10	2.0			2	.4	442	87.9
PFS-13 THRU 16	108	10	9.3	1	.9					97	89.8
PFS-17 THRU 19	2									2	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	459	71	15.5	20	4.4	2	.4	3	.7	363	79.1
UP THRU $6,499	265	54	20.4	14	5.3	1	.4	2	.8	194	73.2
$ 6,500 THRU $ 9,999	114	15	13.2	6	5.3	1	.9	1	.9	91	79.8
$10,000 THRU $13,999	24									24	100.0
$14,000 THRU $17,999	25									25	100.0
$18,000 THRU $25,999	19	2	10.5							17	89.5
$26,000 AND OVER	12									12	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-24a

STANDARD METROPOLITAN STATISTICAL AREA
LOS ANGELES-LONG BEACH,CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	68,206	15,850	23.2	3,491	5.1	227	.3	1,562	2.3	47,076	69.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	27,454	4,078	14.9	979	3.6	109	.4	685	2.5	21,603	78.7
GS- 1 THRU 4	7,596	2,512	33.1	412	5.4	41	.5	134	1.8	4,497	59.2
GS- 5 THRU 8	7,121	1,082	15.2	305	4.3	41	.6	240	3.4	5,453	76.6
GS- 9 THRU 11	7,048	366	5.2	181	2.6	15	.2	208	3.0	6,278	89.1
GS-12 THRU 13	4,500	109	2.4	63	1.4	11	.2	91	2.0	4,226	93.9
GS-14 THRU 15	1,142	8	.7	18	1.6	1	.1	12	1.1	1,103	96.6
GS-16 THRU 18	47	1	2.1							46	97.9
TOTAL WAGE SYSTEMS.....	11,345	3,119	27.5	701	6.2	62	.5	311	2.7	7,152	63.0
UP THRU $5,499	1,491	778	52.2	99	6.6	4	.3	31	2.1	579	38.8
$ 5,500 THRU $ 6,999	3,535	1,478	41.8	280	7.9	26	.7	132	3.7	1,619	45.8
$ 7,000 THRU $ 7,999	4,784	782	16.3	277	5.8	24	.5	192	2.8	3,569	74.6
$ 8,000 THRU $ 8,999	634	53	8.4	28	4.4	3	.5	9	1.4	541	85.3
$ 9,000 THRU $ 9,999	732	28	3.8	14	1.9	5	.7	5	.7	680	92.9
$10,000 THRU $13,999	156			3	1.9			2	1.3	151	96.8
$14,000 THRU $17,999	13									13	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	28,822	8,579	29.8	1,778	6.2	53	.2	556	1.9	17,856	62.0
PFS- 1 THRU 4*	26,004	8,165	31.4	1,678	6.5	51	.2	519	2.0	15,591	60.0
PFS- 5 THRU 8	2,195	369	16.8	91	4.1	2	.1	36	1.6	1,697	77.3
PFS- 9 THRU 11	491	39	7.9	8	1.6			1	.2	443	90.2
PFS-12 THRU 15	125	5	4.0	1	.8					119	95.2
PFS-16 THRU 18	6									6	100.0
PFS-19 THRU 20	1	1	100.0								
TOTAL OTHER PAY SYSTEMS	585	74	12.6	33	5.6	3	.5	10	1.7	465	79.5
UP THRU $6,499	369	68	18.4	29	7.9	2	.5	9	2.4	261	70.7
$ 6,500 THRU $ 9,999	131	4	3.1	4	3.1	1	.8	1	.8	121	92.4
$10,000 THRU $13,999	51									51	100.0
$14,000 THRU $17,999	20	2	10.0							18	90.0
$18,000 AND OVER	14									14	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-25

STANDARD METROPOLITAN STATISTICAL AREA
LOUISVILLE, KENTUCKY-INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	10,306	1,452	14.1	8	.1			10	.1	8,836	85.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,783	465	9.7	4	.1			9	.2	4,305	90.0
GS- 1 THRU 4	1,765	319	18.1					1	.1	1,445	81.9
GS- 5 THRU 8	1,185	103	8.7	1	.1			3	.3	1,078	91.0
GS- 9 THRU 11	1,187	41	3.5	2	.2			3	.3	1,141	96.1
GS-12 THRU 13	527	2	.4							525	99.6
GS-14 THRU 15	116			1	.9			2	1.7	113	97.4
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	2,782	362	13.0	1						2,419	87.0
UP THRU $5,499	36	3	8.3								
$ 5,500 THRU $ 6,999	575	218	37.9							33	91.7
$ 7,000 THRU $ 7,999	622	81	13.0							357	62.1
$ 8,000 THRU $ 8,999	1,082	47	4.3	1	.1					541	87.0
$ 9,000 THRU $ 9,999	221	8	3.6							1,034	95.6
$10,000 THRU $13,999	235	5	2.1							213	96.4
$14,000 THRU $17,999	11									230	97.9
$18,000 AND OVER										11	100.0
TOTAL POSTAL FIELD SERVICE.....	2,681	619	23.1	3	.1			1		2,058	76.8
PFS- 1 THRU 5*	2,254	550	24.4	3	.1					1,701	75.5
PFS- 6 THRU 9	367	65	17.7					1	.3	301	82.0
PFS-10 THRU 12	50	4	8.0							46	92.0
PFS-13 THRU 16	9									9	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	60	6	10.0							54	90.0
UP THRU $6,499	26	5	19.2							21	80.8
$ 6,500 THRU $ 9,999	19	1	5.3							18	94.7
$10,000 THRU $13,999	8									8	100.0
$14,000 THRU $17,999	4									4	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
LOUISVILLE,KENTUCKY-INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9,747	1,407	14.4	2		1		7	.1	8,330	85.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,575	482	10.5	1				6	.1	4,086	89.3
GS- 1 THRU 4	1,921	358	18.6					1	.1	1,562	81.3
GS- 5 THRU 8	1,000	78	7.8	1	.1			3	.3	918	91.8
GS- 9 THRU 11	1,097	45	4.1					1	.1	1,051	95.8
GS-12 THRU 13	460	1	.2							459	99.8
GS-14 THRU 15	93							1	1.1	92	98.9
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	2,621	328	12.5							2,293	87.5
UP THRU $5,499	302	160	53.0							142	47.0
$ 5,500 THRU $ 6,999	1,020	127	12.5							893	87.5
$ 7,000 THRU $ 7,999	924	37	4.0							887	96.0
$ 8,000 THRU $ 8,999	179	3	1.7							176	98.3
$ 9,000 THRU $ 9,999	144	1	.7							143	99.3
$10,000 THRU $13,999	51									51	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,485	589	23.7	1		1		1		1,893	76.2
PFS- 1 THRU 4*	2,121	536	25.3	1				1		1,583	74.6
PFS- 5 THRU 8	301	49	16.3			1	.3			251	83.4
PFS- 9 THRU 11	49	4	8.2							45	91.8
PFS-12 THRU 15	13									13	100.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	66	8	12.1							58	87.9
UP THRU $6,499	43	8	18.6							35	81.4
$ 6,500 THRU $ 9,999	10									10	100.0
$10,000 THRU $13,999	7									7	100.0
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER	2									2	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

397-650 O - 70 - 37

1969 MINORITY GROUP STUDY

TABLE 4-26

STANDARD METROPOLITAN STATISTICAL AREA
MACON, GEORGIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	18,582	2,604	14.0	24	.1	2		6		15,946	85.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,135	223	2.4	19	.2	2		3		8,888	97.3
GS- 1 THRU 4	2,124	148	7.0	3	.1					1,973	92.9
GS- 5 THRU 8	2,414	63	2.6	4	.2			1		2,346	97.2
GS- 9 THRU 11	3,366	9	.3	7	.2	1		1		3,348	99.5
GS-12 THRU 13	1,139	3	.3	5	.4	1	.1	1	.1	1,129	99.1
GS-14 THRU 15	91									91	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	8,855	2,218	25.0	4				2		6,631	74.9
UP THRU $5,499	620	435	70.2							185	29.8
$ 5,500 THRU $ 6,999	3,000	1,331	44.4	1						1,668	55.6
$ 7,000 THRU $ 7,999	3,296	396	12.0	2	.1			1		2,897	87.9
$ 8,000 THRU $ 8,999	1,251	42	3.4	1	.1			1	.1	1,207	96.5
$ 9,000 THRU $ 9,999	313	13	4.2							300	95.8
$10,000 THRU $13,999	351									351	100.0
$14,000 THRU $17,999	20	1	5.0							19	95.0
$18,000 AND OVER	4									4	100.0
TOTAL POSTAL FIELD SERVICE.....	500	155	31.0	1	.2					344	68.8
PFS- 1 THRU 5*	413	146	35.4	1	.2					266	64.4
PFS- 6 THRU 9	76	9	11.8							67	88.2
PFS-10 THRU 12	9									9	100.0
PFS-13 THRU 16	2									2	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	92	8	8.7					1	1.1	83	90.2
UP THRU $6,499	14	2	14.3							12	85.7
$ 6,500 THRU $ 9,999	74	6	8.1					1	1.4	67	90.5
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-26a

STANDARD METROPOLITAN STATISTICAL AREA
MACON, GEORGIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	19,546	2,385	12.2	17	.1	3		5		17,136	87.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,533	175	1.8	14	.1	3		4		9,337	97.9
GS- 1 THRU 4	2,614	128	4.9	4	.2	1		1		2,480	94.9
GS- 5 THRU 8	2,646	36	1.4	3	.1					2,607	98.5
GS- 9 THRU 11	3,198	6	.2	5	.2	1		1		3,185	99.6
GS-12 THRU 13	995	5	.5	2	.2	1	.1	2	.2	985	99.0
GS-14 THRU 15	79									79	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	9,547	2,057	21.5	3				1		7,486	78.4
UP THRU $5,499	3,764	1,493	39.7	1						2,270	60.3
$ 5,500 THRU $ 6,999	4,067	539	13.3	2						3,526	86.7
$ 7,000 THRU $ 7,999	1,318	25	1.9					1	.1	1,292	98.0
$ 8,000 THRU $ 8,999	223									223	100.0
$ 9,000 THRU $ 9,999	107									107	100.0
$10,000 THRU $13,999	67									67	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	365	135	37.0							230	63.0
PFS- 1 THRU 4*	303	127	41.9							176	58.1
PFS- 5 THRU 8	54	8	14.8							46	85.2
PFS- 9 THRU 11	5									5	100.0
PFS-12 THRU 15	3									3	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	101	18	17.8							83	82.2
UP THRU $6,499	93	18	19.4							75	80.6
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	1									1	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-27

STANDARD METROPOLITAN STATISTICAL AREA
MEMPHIS, TENNESSEE-ARKANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,018	3,833	31.9	16	.1	4		7	.1	8,158	67.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,284	579	11.0	11	.2	2		2		4,690	88.8
GS- 1 THRU 4	1,882	484	25.7	3	.2					1,395	74.1
GS- 5 THRU 8	1,267	46	3.6	1	.1					1,220	96.3
GS- 9 THRU 11	1,256	46	3.7	4	.3	1	.1	1	.1	1,204	95.9
GS-12 THRU 13	733	3	.4	3	.4	1	.1			726	99.0
GS-14 THRU 15	141							1	.7	140	99.3
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....	3,612	2,083	57.7	3	.1	1		1		1,524	42.2
UP THRU $5,499	810	741	91.5							69	8.5
$ 5,500 THRU $ 6,999	1,596	1,197	75.0	2	.1					397	24.9
$ 7,000 THRU $ 7,999	617	113	18.3					1	.2	503	81.5
$ 8,000 THRU $ 8,999	295	25	8.5			1	.3			269	91.2
$ 9,000 THRU $ 9,999	102	5	4.9	1	1.0					96	94.1
$10,000 THRU $13,999	178	2	1.1							176	98.9
$14,000 THRU $17,999	14									14	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,997	1,153	38.5	2	.1	1		3	.1	1,838	61.3
PFS- 1 THRU 5*	2,292	1,039	45.3	2	.1			2	.1	1,249	54.5
PFS- 6 THRU 9	467	103	22.1					1	.2	363	77.7
PFS-10 THRU 12	95	7	7.4			1	1.1			87	91.6
PFS-13 THRU 16	122	4	3.3							118	96.7
PFS-17 THRU 19	19									19	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	125	18	14.4					1	.8	106	84.8
UP THRU $6,499	45	13	28.9								
$ 6,500 THRU $ 9,999	43	5	11.6					1	2.2	31	68.9
$10,000 THRU $13,999	18									38	88.4
$14,000 THRU $17,999	11									18	100.0
$18,000 THRU $25,999	8									11	100.0
$26,000 AND OVER										8	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-27a

STANDARD METROPOLITAN STATISTICAL AREA
MEMPHIS, TENNESSEE-ARKANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	11,513	3,698	32.1	12	.1	1		3		7,799	67.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,958	473	9.5	9	.2	1		2		4,473	90.2
GS- 1 THRU 4	1,926	408	21.2	1	.1					1,517	78.8
GS- 5 THRU 8	1,169	46	3.9	1	.1					1,122	96.0
GS- 9 THRU 11	1,108	16	1.4	2	.2	1	.1	2	.2	1,087	98.1
GS-12 THRU 13	626	2	.3	4	.6					620	99.0
GS-14 THRU 15	124	1	.8	1	.8					122	98.4
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....	3,778	2,179	57.7	3	.1					1,596	42.2
UP THRU $5,499	2,184	1,824	83.5	1						359	16.4
$ 5,500 THRU $ 6,999	861	329	38.2	1	.1					531	61.7
$ 7,000 THRU $ 7,999	448	24	5.4	1	.2					423	94.4
$ 8,000 THRU $ 8,999	136	1	.7							135	99.3
$ 9,000 THRU $ 9,999	114	1	.9							113	99.1
$10,000 THRU $13,999	35									35	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,642	1,023	38.7					1		1,618	61.2
PFS- 1 THRU 4*	2,203	941	42.7							1,262	57.3
PFS- 5 THRU 8	373	79	21.2					1	.3	293	78.6
PFS- 9 THRU 11	55	2	3.6							53	96.4
PFS-12 THRU 15	10	1	10.0							9	90.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	135	23	17.0							112	83.0
UP THRU $6,499	75	23	30.7							52	69.3
$ 6,500 THRU $ 9,999	29									29	100.0
$10,000 THRU $13,999	17									17	100.0
$14,000 THRU $17,999	10									10	100.0
$18,000 AND OVER	4									4	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-28

STANDARD METROPOLITAN STATISTICAL AREA
MIAMI,FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9,680	1,250	12.9	454	4.7	17	.2	23	.2	7,936	82.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,905	269	6.9	260	6.7	12	.3	5	.1	3,359	86.0
GS- 1 THRU 4	987	179	18.1	113	11.4	5	.5	1	.1	689	69.8
GS- 5 THRU 8	1,053	57	5.4	76	7.2	2	.2	1	.1	917	87.1
GS- 9 THRU 11	1,076	30	2.8	42	3.9	4	.4	2	.2	998	92.8
GS-12 THRU 13	602	3	.5	12	2.0	1	.2			586	97.3
GS-14 THRU 15	179			17	9.5			1	.6	161	89.9
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	873	238	27.3	22	2.5	4	.5	11	1.3	598	68.5
UP THRU $5,499	238	142	59.7	12	5.0	3	1.3	1	.4	80	33.6
$ 5,500 THRU $ 6,999	166	75	45.2	4	2.4			4	2.4	83	50.0
$ 7,000 THRU $ 7,999	251	17	6.8	4	1.6	1	.4	6	2.4	223	88.8
$ 8,000 THRU $ 8,999	136	3	2.2							133	97.8
$ 9,000 THRU $ 9,999	46	1	2.2							45	97.8
$10,000 THRU $13,999	32			2	6.3					30	93.8
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	4,777	733	15.3	160	3.3	1		7	.1	3,876	81.1
PFS- 1 THRU 5*	4,205	694	16.5	150	3.6			7	.2	3,354	79.8
PFS- 6 THRU 9	475	38	8.0	7	1.5					430	90.5
PFS-10 THRU 12	80	1	1.3	3	3.8	1	1.3			75	93.8
PFS-13 THRU 16	16									16	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	125	10	8.0	12	9.6					103	82.4
UP THRU $5,499	51	10	19.6	5	9.8					36	70.6
$ 6,500 THRU $ 9,999	34			4	11.8					30	88.2
$10,000 THRU $13,999	15			2	13.3					13	86.7
$14,000 THRU $17,999	9			1	11.1					8	88.9
$18,000 THRU $25,999	13									13	100.0
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-28a

STANDARD METROPOLITAN STATISTICAL AREA
MIAMI, FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,996	906	10.1	390	4.3	6	.1	26	.3	7,668	85.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,251	196	4.6	289	6.8	4	.1	11	.3	3,751	88.2
GS- 1 THRU 4	1,015	147	14.5	146	14.4	1	.1	2	.2	719	70.8
GS- 5 THRU 8	1,073	30	2.8	81	7.5	1	.1	2	.2	959	89.4
GS- 9 THRU 11	1,118	17	1.5	31	2.8	2	.2	4	.4	1,064	95.2
GS-12 THRU 13	851	2	.2	17	2.0			1	.1	831	97.6
GS-14 THRU 15	185			14	7.6			2	1.1	169	91.4
GS-16 THRU 18	9									9	100.0
TOTAL WAGE SYSTEMS.....	521	184	35.3	19	3.6	1	.2	2	.4	315	60.5
UP THRU $5,499	238	167	70.2	15	6.3	1	.4			55	23.1
$ 5,500 THRU $ 6,999	117	15	12.8	3	2.6			1	.9	98	83.8
$ 7,000 THRU $ 7,999	127	1	.8	1	.8			1	.8	124	97.6
$ 8,000 THRU $ 8,999	28	1	3.6							27	96.4
$ 9,000 THRU $ 9,999	5									5	100.0
$10,000 THRU $13,999	5									5	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,055	513	12.7	80	2.0	1		7	.2	3,454	85.2
PFS- 1 THRU 4*	3,593	484	13.5	72	2.0	1		7	.2	3,029	84.3
PFS- 5 THRU 8	373	27	7.2	8	2.1					338	90.6
PFS- 9 THRU 11	68	2	2.9							66	97.1
PFS-12 THRU 15	20									20	100.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	169	13	7.7	2	1.2			6	3.6	148	87.6
UP THRU $6,499	97	12	12.4	2	2.1			4	4.1	79	81.4
$ 6,500 THRU $ 9,999	36	1	2.8					2	5.6	33	91.7
$10,000 THRU $13,999	19									19	100.0
$14,000 THRU $17,999	11									11	100.0
$18,000 AND OVER	6									6	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-29

STANDARD METROPOLITAN STATISTICAL AREA
MOBILE, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,192	303	13.8	4	.2	1				1,884	85.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,249	19	1.5	2	.2					1,228	98.3
GS- 1 THRU 4	199	11	5.5							188	94.5
GS- 5 THRU 8	336	3	.9	1	.3					332	98.8
GS- 9 THRU 11	409	5	1.2							404	98.8
GS-12 THRU 13	279			1	.4					278	99.6
GS-14 THRU 15	25									25	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	156	32	20.5							124	79.5
UP THRU $5,499	20	16	80.0							4	20.0
$ 5,500 THRU $ 6,999	43	12	27.9							31	72.1
$ 7,000 THRU $ 7,999	58	4	6.9							54	93.1
$ 8,000 THRU $ 8,999	23									23	100.0
$ 9,000 THRU $ 9,999	4									4	100.0
$10,000 THRU $13,999	8									8	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	757	252	33.3	2	.3	1	.1			502	66.3
PFS- 1 THRU 5*	596	220	36.9	1	.2	1	.2			374	62.8
PFS- 6 THRU 9	140	32	22.9	1	.7					107	76.4
PFS-10 THRU 12	16									16	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	30									30	100.0
UP THRU $6,499	10									10	100.0
$ 6,500 THRU $ 9,999	12									12	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999	4									4	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-29a

STANDARD METROPOLITAN STATISTICAL AREA
MOBILE, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,818	757	15.7	4	.1	1				4,056	84.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,668	78	2.9	4	.1					2,586	96.9
GS- 1 THRU 4	817	52	6.4	1	.1					764	93.5
GS- 5 THRU 8	661	20	3.0	2	.3					639	96.7
GS- 9 THRU 11	748	6	.8							742	99.2
GS-12 THRU 13	387			1	.3					386	99.7
GS-14 THRU 15	55									55	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	1,365	424	31.1			1	.1			940	68.9
UP THRU $5,499	241	127	52.7							114	47.3
$ 5,500 THRU $ 6,999	625	275	44.0			1	.2			349	55.8
$ 7,000 THRU $ 7,999	338	18	5.3							320	94.7
$ 8,000 THRU $ 8,999	95	4	4.2							91	95.8
$ 9,000 THRU $ 9,999	42									42	100.0
$10,000 THRU $13,999	24									24	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	749	255	34.0							494	66.0
PFS- 1 THRU 4*	619	227	36.7							392	63.3
PFS- 5 THRU 8	106	28	26.4							78	73.6
PFS- 9 THRU 11	17									17	100.0
PFS-12 THRU 15	7									7	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	36									36	100.0
UP THRU $6,499	16									16	100.0
$ 6,500 THRU $ 9,999	6									6	100.0
$10,000 THRU $13,999	11									11	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	2									2	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-30

STANDARD METROPOLITAN STATISTICAL AREA
MONTGOMERY, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,690	642	13.7	10	.2	1		7	.1	4,030	85.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,824	116	4.1	8	.3			5	.2	2,695	95.4
GS- 1 THRU 4	779	87	11.2	3	.4			1	.1	688	88.3
GS- 5 THRU 8	1,044	15	1.4	2	.2					1,027	98.4
GS- 9 THRU 11	576	10	1.7					2	.3	564	97.9
GS-12 THRU 13	346	4	1.2	2	.6					340	98.3
GS-14 THRU 15	78			1	1.3			2	2.6	75	96.2
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	1,248	427	34.2	2	.2	1	.1	1	.1	817	65.5
UP THRU $5,499	387	309	79.8					1	.3	77	19.9
$ 5,500 THRU $ 6,999	492	112	22.8	1	.2	1	.2			378	76.8
$ 7,000 THRU $ 7,999	258	5	1.9	1	.4					252	97.7
$ 8,000 THRU $ 8,999	29	1	3.4							28	96.6
$ 9,000 THRU $ 9,999	53									53	100.0
$10,000 THRU $13,999	29									29	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	562	94	16.7							468	83.3
PFS- 1 THRU 5*	449	80	17.8							369	82.2
PFS- 6 THRU 9	99	14	14.1							85	85.9
PFS-10 THRU 12	11									11	100.0
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	56	5	8.9					1	1.8	50	89.3
UP THRU $6,499	22	3	13.6							19	86.4
$ 6,500 THRU $ 9,999	28	1	3.6					1	3.6	26	92.9
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999	2	1	50.0							1	50.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-30a

STANDARD METROPOLITAN STATISTICAL AREA
MONTGOMERY, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,283	670	15.6	7	.2	3	.1	4	.1	3,599	84.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,730	96	3.5	6	.2	1		3	.1	2,624	96.1
GS- 1 THRU 4	915	77	8.4	2	.2					836	91.4
GS- 5 THRU 8	873	9	1.0					1	.1	863	98.9
GS- 9 THRU 11	557	8	1.4	1	.2	1	.2			547	98.2
GS-12 THRU 13	310	2	.6	1	.3					307	99.0
GS-14 THRU 15	71			2	2.8			2	2.8	67	94.4
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	1,156	450	38.9			1	.1	1	.1	704	60.9
UP THRU $5,499	522	384	73.6					1	.2	137	26.2
$ 5,500 THRU $ 6,999	477	64	13.4			1	.2			412	86.4
$ 7,000 THRU $ 7,999	103	2	1.9							101	98.1
$ 8,000 THRU $ 8,999	41									41	100.0
$ 9,000 THRU $ 9,999	9									9	100.0
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	312	103	33.0	1	.3	1	.3			207	66.3
PFS- 1 THRU 4*	199	90	45.2	1	.5	1	.5			107	53.8
PFS- 5 THRU 8	94	13	13.8							81	86.2
PFS- 9 THRU 11	13									13	100.0
PFS-12 THRU 15	6									6	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	85	21	24.7							64	75.3
UP THRU $6,499	57	21	36.8							36	63.2
$ 6,500 THRU $ 9,999	10									10	100.0
$10,000 THRU $13,999	10									10	100.0
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER	4									4	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-31

STANDARD METROPOLITAN STATISTICAL AREA
NASHVILLE, TENNESSEE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,041	787	13.0	9	.1	2		3		5,240	86.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,573	181	7.0	5	.2	1		2	.1	2,384	92.7
GS- 1 THRU 4	578	113	19.6	1	.2	1	.2			463	80.1
GS- 5 THRU 8	780	40	5.1	2	.3					738	94.6
GS- 9 THRU 11	659	25	3.8					2	.3	632	95.9
GS-12 THRU 13	457	3	.7	1	.2					453	99.1
GS-14 THRU 15	97			1	1.0					96	99.0
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	1,302	171	13.1			1	.1			1,130	86.8
UP THRU $5,499	98	82	83.7							16	16.3
$ 5,500 THRU $ 6,999	212	53	25.0							159	75.0
$ 7,000 THRU $ 7,999	390	27	6.9			1	.3			362	92.8
$ 8,000 THRU $ 8,999	165	3	1.8							162	98.2
$ 9,000 THRU $ 9,999	105	3	2.9							102	97.1
$10,000 THRU $13,999	332	3	.9							329	99.1
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,902	414	21.8	4	.2			1	.1	1,483	78.0
PFS- 1 THRU 5*	1,559	384	24.6	4	.3			1	.1	1,170	75.0
PFS- 6 THRU 9	286	29	10.1							257	89.9
PFS-10 THRU 12	50									50	100.0
PFS-13 THRU 16	6	1	16.7							5	83.3
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	264	21	8.0							243	92.0
UP THRU $6,499	55	18	32.7							37	67.3
$ 6,500 THRU $ 9,999	99	3	3.0							96	97.0
$10,000 THRU $13,999	59									59	100.0
$14,000 THRU $17,999	32									32	100.0
$18,000 THRU $25,999	19									19	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
NASHVILLE, TENNESSEE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,683	750	13.2	3	.1	1		1		4,928	86.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,383	167	7.0	2	.1			1		2,213	92.9
GS- 1 THRU 4	687	123	17.9							564	82.1
GS- 5 THRU 8	600	23	3.8							577	96.2
GS- 9 THRU 11	618	19	3.1					1	.2	598	96.8
GS-12 THRU 13	390	1	.3	1	.3					388	99.5
GS-14 THRU 15	85	1	1.2	1	1.2					83	97.6
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	1,247	199	16.0			1	.1			1,047	84.0
UP THRU $5,499	185	120	64.9			1	.5			64	34.6
$ 5,500 THRU $ 6,999	572	73	12.8							499	87.2
$ 7,000 THRU $ 7,999	150	2	1.3							148	98.7
$ 8,000 THRU $ 8,999	81	2	2.5							79	97.5
$ 9,000 THRU $ 9,999	210	2	1.0							208	99.0
$10,000 THRU $13,999	49									49	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,777	366	20.6	1	.1					1,410	79.3
PFS- 1 THRU 4*	1,513	357	23.6	1	.1					1,155	76.3
PFS- 5 THRU 8	208	9	4.3							199	95.7
PFS- 9 THRU 11	45									45	100.0
PFS-12 THRU 15	10									10	100.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	276	18	6.5							258	93.5
UP THRU $6,499	111	17	15.3							94	84.7
$ 6,500 THRU $ 9,999	75									75	100.0
$10,000 THRU $13,999	55	1	1.8							54	98.2
$14,000 THRU $17,999	29									29	100.0
$18,000 AND OVER	6									6	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-32

STANDARD METROPOLITAN STATISTICAL AREA
NEW ORLEANS, LOUISIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,651	3,708	29.3	114	.9	5		21	.2	8,803	69.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,214	867	12.0	71	1.0	4	.1	19	.3	6,253	86.7
GS- 1 THRU 4	2,060	575	27.9	18	.9	1		5	.2	1,461	70.9
GS- 5 THRU 8	2,064	200	9.7	17	.8			2	.1	1,845	89.4
GS- 9 THRU 11	1,775	83	4.7	21	1.2	1	.1	3	.2	1,667	93.9
GS-12 THRU 13	1,035	8	.8	10	1.0	1	.1	9	.9	1,007	97.3
GS-14 THRU 15	273	1	.4	5	1.8	1	.4			266	97.4
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....	1,696	705	41.6	31	1.8	1	.1			959	56.5
UP THRU $5,499	198	158	79.8	12	6.1					28	14.1
$ 5,500 THRU $ 6,999	522	379	72.6	9	1.7	1	.2			133	25.5
$ 7,000 THRU $ 7,999	340	130	38.2	2	.6					208	61.2
$ 8,000 THRU $ 8,999	386	32	8.3	7	1.8					347	89.9
$ 9,000 THRU $ 9,999	133	5	3.8	1	.8					127	95.5
$10,000 THRU $13,999	106	1	.9							105	99.1
$14,000 THRU $17,999	7									7	100.0
$18,000 AND OVER	4									4	100.0
TOTAL POSTAL FIELD SERVICE.....	3,531	2,122	60.1	8	.2			2	.1	1,399	39.6
PFS- 1 THRU 5*	2,899	1,839	63.4	7	.2			2	.1	1,051	36.3
PFS- 6 THRU 9	547	276	50.5	1	.2					270	49.4
PFS-10 THRU 12	74	7	9.5							67	90.5
PFS-13 THRU 16	10									10	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	210	14	6.7	4	1.9					192	91.4
UP THRU $6,499	45	12	26.7							33	73.3
$ 6,500 THRU $ 9,999	114	1	.9	1	.9					112	98.2
$10,000 THRU $13,999	27			1	3.7					26	96.3
$14,000 THRU $17,999	18	1	5.6	2	11.1					15	83.3
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
NEW ORLEANS, LOUISIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,617	3,632	28.8	89	.7	3		45	.4	8,848	70.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,115	809	11.4	51	.7	2		19	.3	6,234	87.6
GS- 1 THRU 4	2,329	575	24.7	15	.6	1		4	.2	1,734	74.5
GS- 5 THRU 8	1,925	169	8.8	12	.6	1	.1	2	.1	1,741	90.4
GS- 9 THRU 11	1,641	57	3.5	16	1.0			5	.3	1,563	95.2
GS-12 THRU 13	954	7	.7	4	.4			8	.8	935	98.0
GS-14 THRU 15	258	1	.4	4	1.6					253	98.1
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	1,683	683	40.6	7	.4			23	1.4	970	57.6
UP THRU $5,499	647	444	68.6	2	.3			13	2.0	188	29.1
$ 5,500 THRU $ 6,999	484	193	39.9	2	.4			9	1.9	280	57.9
$ 7,000 THRU $ 7,999	310	45	14.5	2	.6			1	.3	262	84.5
$ 8,000 THRU $ 8,999	138	1	.7	1	.7					136	98.6
$ 9,000 THRU $ 9,999	65									65	100.0
$10,000 THRU $13,999	29									29	100.0
$14,000 THRU $17,999	10									10	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,458	2,069	59.8	2	.1					1,387	40.1
PFS- 1 THRU 4*	2,967	1,906	64.2	2	.1					1,059	35.7
PFS- 5 THRU 8	402	159	39.6							243	60.4
PFS- 9 THRU 11	71	4	5.6							67	94.4
PFS-12 THRU 15	16									16	100.0
PFS-16 THRU 18	2									2	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	361	71	19.7	29	8.0	1	.3	3	.8	257	71.2
UP THRU $6,499	154	69	44.8	24	15.6					61	39.6
$ 6,500 THRU $ 9,999	85	1	1.2	1	1.2	1	1.2	1	1.2	81	95.3
$10,000 THRU $13,999	72	1	1.4	1	1.4			2	2.8	68	94.4
$14,000 THRU $17,999	34			1	2.9					33	97.1
$18,000 AND OVER	16			2	12.5					14	87.5
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-33

STANDARD METROPOLITAN STATISTICAL AREA
NEW YORK,NEW YORK

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	113,254	28,995	25.6	5,564	4.9	50		405	.4	78,240	69.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	34,550	6,443	18.6	938	2.7	14		168	.5	26,987	78.1
GS- 1 THRU 4	8,366	3,083	36.9	422	5.0	4		17	.2	4,840	57.9
GS- 5 THRU 8	9,826	2,351	23.9	302	3.1	4		46	.5	7,123	72.5
GS- 9 THRU 11	8,375	684	8.2	126	1.5	2		59	.7	7,504	89.6
GS-12 THRU 13	6,293	267	4.2	61	1.0	3		28	.4	5,934	94.3
GS-14 THRU 15	1,620	55	3.4	26	1.6	1	.1	18	1.1	1,520	93.8
GS-16 THRU 18	70	3	4.3	1	1.4					66	94.3
TOTAL WAGE SYSTEMS.....	8,791	2,507	28.5	829	9.4	9	.1	73	.8	5,373	61.1
UP THRU $5,499	1,555	451	29.0	382	24.6			41	2.6	681	43.8
$ 5,500 THRU $ 6,999	3,133	1,476	47.1	330	10.5	5	.2	20	.6	1,302	41.6
$ 7,000 THRU $ 7,999	1,210	262	21.7	44	3.6	1	.1	1	.1	902	74.5
$ 8,000 THRU $ 8,999	1,670	202	12.1	49	2.9	1	.1	4	.2	1,414	84.7
$ 9,000 THRU $ 9,999	553	78	14.1	16	2.9	2	.4	5	.9	452	81.7
$10,000 THRU $13,999	573	35	6.1	5	.9			2	.3	531	92.7
$14,000 THRU $17,999	32	1	3.1	1	3.1					30	93.8
$18,000 AND OVER	65	2	3.1	2	3.1					61	93.8
TOTAL POSTAL FIELD SERVICE.....	69,085	19,912	28.8	3,772	5.5	26		160	.2	45,215	65.4
PFS- 1 THRU 5*	62,152	18,657	30.0	3,612	5.8	24		146	.2	39,713	63.9
PFS- 6 THRU 9	5,314	1,132	21.3	141	2.7	2		14	.3	4,025	75.7
PFS-10 THRU 12	1,160	98	8.4	14	1.2					1,048	90.3
PFS-13 THRU 16	422	24	5.7	5	1.2					393	93.1
PFS-17 THRU 19	34	1	2.9							33	97.1
PFS-20 THRU 21	3									3	100.0
TOTAL OTHER PAY SYSTEMS	828	133	16.1	25	3.0	1	.1	4	.5	665	80.3
UP THRU $6,499	317	80	25.2	19	6.0	1	.3	3	.9	214	67.5
$ 6,500 THRU $ 9,999	250	46	18.4	5	2.0					199	79.6
$10,000 THRU $13,999	91	4	4.4	1	1.1			1	1.1	85	93.4
$14,000 THRU $17,999	89	2	2.2							87	97.8
$18,000 THRU $25,999	64									64	100.0
$26,000 AND OVER	17	1	5.9							16	94.1

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
NEW YORK, NEW YORK

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	122,498	31,160	25.4	5,383	4.4	83	.1	358	.3	85,514	69.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	39,334	7,371	18.7	880	2.2	38	.1	132	.3	30,913	78.6
GS- 1 THRU 4	11,915	4,357	36.6	460	3.9	30	.3	25	.2	7,043	59.1
GS- 5 THRU 8	10,209	2,088	20.5	251	2.5	4		31	.3	7,835	76.7
GS- 9 THRU 11	9,373	667	7.1	99	1.1	3		41	.4	8,563	91.4
GS-12 THRU 13	6,249	223	3.6	48	.8			23	.4	5,955	95.3
GS-14 THRU 15	1,510	34	2.3	20	1.3	1	.1	12	.8	1,443	95.6
GS-16 THRU 18	78	2	2.6	2	2.6					74	94.9
TOTAL WAGE SYSTEMS.....	9,774	2,824	28.9	872	8.9	20	.2	110	1.1	5,948	60.9
UP THRU $5,499	3,570	1,692	47.4	610	17.1	8	.2	60	1.7	1,200	33.6
$ 5,500 THRU $ 6,999	2,947	834	28.3	182	6.2	10	.3	32	1.1	1,889	64.1
$ 7,000 THRU $ 7,999	1,957	233	11.9	47	2.4	1	.1	8	.4	1,668	85.2
$ 8,000 THRU $ 8,999	624	42	6.7	11	1.8	1	.2	3	.5	567	90.9
$ 9,000 THRU $ 9,999	371	15	4.0	9	2.4			2	.5	345	93.0
$10,000 THRU $13,999	203	7	3.4	10	4.9			3	1.5	183	90.1
$14,000 THRU $17,999	64	1	1.6	1	1.6			2	3.1	60	93.8
$18,000 AND OVER	38			2	5.3					36	94.7
TOTAL POSTAL FIELD SERVICE.....	72,098	20,796	28.8	3,581	5.0	24		108	.1	47,589	66.0
PFS- 1 THRU 4*	65,817	19,937	30.3	3,458	5.3	22		100	.2	42,300	64.3
PFS- 5 THRU 8	4,827	779	16.1	113	2.3	2		7	.1	3,926	81.3
PFS- 9 THRU 11	1,073	65	6.1	7	.7			1	.1	1,000	93.2
PFS-12 THRU 15	347	12	3.5	3	.9					332	95.7
PFS-16 THRU 18	31	2	6.5							29	93.5
PFS-19 THRU 20	3	1	33.3							2	66.7
TOTAL OTHER PAY SYSTEMS	1,292	169	13.1	50	3.9	1	.1	8	.6	1,064	82.4
UP THRU $6,499	591	136	23.0	32	5.4			5	.8	418	70.7
$ 6,500 THRU $ 9,999	280	14	5.0	14	5.0			2	.7	250	89.3
$10,000 THRU $13,999	236	12	5.1	2	.8	1	.4			221	93.6
$14,000 THRU $17,999	104	5	4.8	2	1.9					97	93.3
$18,000 AND OVER**	81	2	2.5					1	1.2	78	96.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

307-650 O - 70 - 38

1969 MINORITY GROUP STUDY

TABLE 4-34

STANDARD METROPOLITAN STATISTICAL AREA
NEWARK, NEW JERSEY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21,742	3,721	17.1	143	.7	7		57	.3	17,814	81.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10,794	1,174	10.9	44	.4	5		53	.5	9,518	88.2
GS- 1 THRU 4	2,110	587	27.8	10	.5			3	.1	1,510	71.6
GS- 5 THRU 8	2,181	327	15.0	15	.7	1		4	.2	1,834	84.1
GS- 9 THRU 11	3,057	173	5.7	9	.3	3	.1	23	.8	2,849	93.2
GS-12 THRU 13	2,832	82	2.9	9	.3	1		15	.5	2,725	96.2
GS-14 THRU 15	600	5	.8	1	.2			8	1.3	586	97.7
GS-16 THRU 18	14									14	100.0
TOTAL WAGE SYSTEMS.....	3,094	619	20.0	46	1.5					2,429	78.5
UP THRU $5,499											
$ 5,500 THRU $ 6,999	865	421	48.7	18	2.1					426	49.2
$ 7,000 THRU $ 7,999	747	124	16.6	13	1.7					610	81.7
$ 8,000 THRU $ 8,999	913	43	4.7	10	1.1					860	94.2
$ 9,000 THRU $ 9,999	366	27	7.4	5	1.4					334	91.3
$10,000 THRU $13,999	195	4	2.1							191	97.9
$14,000 THRU $17,999	8									8	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	7,762	1,902	24.5	53	.7	2		4	.1	5,801	74.7
PFS- 1 THRU 5*	6,741	1,726	25.6	49	.7	2		4	.1	4,960	73.6
PFS- 6 THRU 9	818	166	20.3	4	.5					648	79.2
PFS-10 THRU 12	172	9	5.2							163	94.8
PFS-13 THRU 16	30	1	3.3							29	96.7
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	92	26	28.3							66	71.7
UP THRU $6,499	51	23	45.1							28	54.9
$ 6,500 THRU $ 9,999	18	2	11.1							16	88.9
$10,000 THRU $13,999	11									11	100.0
$14,000 THRU $17,999	7	1	14.3							6	85.7
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

561

1969 MINORITY GROUP STUDY

TABLE 4-34a

STANDARD METROPOLITAN STATISTICAL AREA
NEWARK,NEW JERSEY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	24,229	3,770	15.6	118	.5	5		48	.2	20,288	83.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10,445	1,160	11.1	32	.3	2		39	.4	9,212	88.2
GS- 1 THRU 4	2,434	673	27.6	6	.2			3	.1	1,752	72.0
GS- 5 THRU 8	1,950	240	12.3	8	.4	1	.1	8	.4	1,693	86.8
GS- 9 THRU 11	3,078	175	5.7	9	.3	1		16	.5	2,877	93.5
GS-12 THRU 13	2,437	67	2.7	7	.3			6	.2	2,357	96.7
GS-14 THRU 15	535	5	.9	2	.4			6	1.1	522	97.6
GS-16 THRU 18	11									11	100.0
TOTAL WAGE SYSTEMS.....	4,142	809	19.5	59	1.4	2		4	.1	3,268	78.9
UP THRU $5,499	1,241	489	39.4	19	1.5			1	.1	732	59.0
$ 5,500 THRU $ 6,999	1,677	292	17.4	31	1.8	2	.1	2	.1	1,350	80.5
$ 7,000 THRU $ 7,999	832	26	3.1	7	.8			1	.1	798	95.9
$ 8,000 THRU $ 8,999	297	1	.3	2	.7					294	99.0
$ 9,000 THRU $ 9,999	59	1	1.7							58	98.3
$10,000 THRU $13,999	36									36	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	9,537	1,773	18.6	26	.3	1		5	.1	7,732	81.1
PFS- 1 THRU 4*	8,705	1,674	19.2	23	.3	1		5	.1	7,002	80.4
PFS- 5 THRU 8	630	93	14.8	3	.5					534	84.8
PFS- 9 THRU 11	160	6	3.8							154	96.3
PFS-12 THRU 15	40									40	100.0
PFS-16 THRU 18	2									2	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS **	105	28	26.7	1	1.0					76	72.4
UP THRU $6,499	76	27	35.5	1	1.3					48	63.2
$ 6,500 THRU $ 9,999	15	1	6.7							14	93.3
$10,000 THRU $13,999	8									8	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-35

STANDARD METROPOLITAN STATISTICAL AREA
NEWPORT NEWS-HAMPTON, VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	15,570	3,001	19.3	20	.1	3		10	.1	12,536	80.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10,369	859	8.3	17	.2	3		8	.1	9,482	91.4
GS- 1 THRU 4	2,090	406	19.4	2	.1					1,682	80.5
GS- 5 THRU 8	2,908	281	9.7	2	.1			1		2,624	90.2
GS- 9 THRU 11	2,720	155	5.7	5	.2	2	.1	2	.1	2,556	94.0
GS-12 THRU 13	1,947	16	.8	3	.2	1	.1	2	.1	1,925	98.9
GS-14 THRU 15	667	1	.1	5	.7			3	.4	658	98.7
GS-16 THRU 18	37									37	100.0
TOTAL WAGE SYSTEMS.....	4,656	1,870	40.2	3	.1			2		2,781	59.7
UP THRU $5,499	733	498	67.9	1	.1					234	31.9
$ 5,500 THRU $ 6,999	1,600	900	56.3	2	.1			1	.1	697	43.6
$ 7,000 THRU $ 7,999	1,438	357	24.8					1	.1	1,080	75.1
$ 8,000 THRU $ 8,999	531	91	17.1							440	82.9
$ 9,000 THRU $ 9,999	210	22	10.5							188	89.5
$10,000 THRU $13,999	140	2	1.4							138	98.6
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER	2									2	100.0
TOTAL POSTAL FIELD SERVICE.....	481	253	52.6							228	47.4
PFS- 1 THRU 5*	418	227	54.3							191	45.7
PFS- 6 THRU 9	52	24	46.2							28	53.8
PFS-10 THRU 12	7	2	28.6							5	71.4
PFS-13 THRU 16	4									4	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	64	19	29.7							45	70.3
UP THRU $6,499	23	15	65.2							8	34.8
$ 6,500 THRU $ 9,999	9	4	44.4							5	55.6
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	31									31	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-35a

STANDARD METROPOLITAN STATISTICAL AREA
NEWPORT NEWS-HAMPTON, VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	13,824	2,910	21.1	23	.2			5		10,886	78.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	8,049	704	8.7	15	.2			4		7,326	91.0
GS- 1 THRU 4	2,005	412	20.5	1						1,592	79.4
GS- 5 THRU 8	1,942	194	10.0	5	.3					1,743	89.8
GS- 9 THRU 11	2,190	90	4.1					1		2,099	95.8
GS-12 THRU 13	1,344	7	.5	3	.2			1	.1	1,333	99.2
GS-14 THRU 15	530	1	.2	6	1.1			2	.4	521	98.3
GS-16 THRU 18	38									38	100.0
TOTAL WAGE SYSTEMS.....	4,974	1,802	36.2	8	.2			1		3,163	63.6
UP THRU $5,499	1,551	848	54.7	7	.5			1	.1	695	44.8
$ 5,500 THRU $ 6,999	1,719	743	43.2							976	56.8
$ 7,000 THRU $ 7,999	1,227	183	14.9	1	.1					1,043	85.0
$ 8,000 THRU $ 8,999	291	23	7.9							268	92.1
$ 9,000 THRU $ 9,999	139	5	3.6							134	96.4
$10,000 THRU $13,999	41									41	100.0
$14,000 THRU $17,999	6									6	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	741	385	52.0							356	48.0
PFS- 1 THRU 4*	639	344	53.8							295	46.2
PFS- 5 THRU 8	83	38	45.8							45	54.2
PFS- 9 THRU 11	14	3	21.4							11	78.6
PFS-12 THRU 15	5									5	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	60	19	31.7							41	68.3
UP THRU $6,499	31	19	61.3							12	38.7
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER **	28									28	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-36

STANDARD METROPOLITAN STATISTICAL AREA
NORFOLK-PORTSMOUTH, VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	34,361	8,932	26.0	37	.1	6		47	.1	25,339	73.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,424	1,180	9.5	20	.2	1		27	.2	11,196	90.1
GS- 1 THRU 4	4,566	771	16.9	10	.2	1		12	.3	3,772	82.6
GS- 5 THRU 8	3,493	316	9.0	4	.1			6	.2	3,167	90.7
GS- 9 THRU 11	2,769	79	2.9	4	.1			6	.2	2,680	96.8
GS-12 THRU 13	1,448	14	1.0	2	.1			3	.2	1,429	98.7
GS-14 THRU 15	147									147	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	19,976	6,966	34.9	13	.1	4		18	.1	12,975	65.0
UP THRU $5,499	7,153	2,607	36.4	3		1		5	.1	4,537	63.4
$ 5,500 THRU $ 6,999	5,527	3,112	56.3	7	.1			7	.1	2,401	43.4
$ 7,000 THRU $ 7,999	4,918	1,046	21.3	2		1		3	.1	3,866	78.6
$ 8,000 THRU $ 8,999	1,086	156	14.4	1	.1	1	.1	2	.2	926	85.3
$ 9,000 THRU $ 9,999	628	37	5.9							591	94.1
$10,000 THRU $13,999	589	8	1.4			1	.2	1	.2	579	98.3
$14,000 THRU $17,999	67									67	100.0
$18,000 AND OVER	8									8	100.0
TOTAL POSTAL FIELD SERVICE.....	1,828	783	42.8	4	.2	1	.1	1	.1	1,039	56.8
PFS- 1 THRU 5*	1,482	668	45.1	2	.1	1	.1	1	.1	810	54.7
PFS- 6 THRU 9	301	113	37.5	2	.7					186	61.8
PFS-10 THRU 12	35	2	5.7							33	94.3
PFS-13 THRU 16	10									10	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	133	3	2.3					1	.8	129	97.0
UP THRU $6,499	59	2	3.4					1	1.7	56	94.9
$ 6,500 THRU $ 9,999	46									46	100.0
$10,000 THRU $13,999	17									17	100.0
$14,000 THRU $17,999	6									6	100.0
$18,000 THRU $25,999	5	1	20.0							4	80.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-36a

STANDARD METROPOLITAN STATISTICAL AREA
NORFOLK-PORTSMOUTH, VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	37,234	9,428	25.3	21	.1	8		29	.1	27,748	74.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	11,997	1,035	8.6	10	.1	3		12	.1	10,937	91.2
GS- 1 THRU 4	5,284	738	14.0	5	.1	3	.1	6	.1	4,532	85.8
GS- 5 THRU 8	3,139	238	7.6	3	.1			4	.1	2,894	92.2
GS- 9 THRU 11	2,363	50	2.1	2	.1			2	.1	2,309	97.7
GS-12 THRU 13	1,101	9	.8							1,092	99.2
GS-14 THRU 15	109									109	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	23,179	7,588	32.7	9		4		10		15,568	67.2
UP THRU $5,499	6,299	3,754	59.6	1				8	.1	2,536	40.3
$ 5,500 THRU $ 6,999	6,695	2,618	39.1	7	.1	2		2		4,066	60.7
$ 7,000 THRU $ 7,999	7,986	1,158	14.5	1		2				6,825	85.5
$ 8,000 THRU $ 8,999	1,173	53	4.5							1,120	95.5
$ 9,000 THRU $ 9,999	758	4	.5							754	99.5
$10,000 THRU $13,999	249	1	.4							248	99.6
$14,000 THRU $17,999	19									19	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,737	781	45.0			1	.1			955	55.0
PFS- 1 THRU 4*	1,462	702	48.0			1	.1			759	51.9
PFS- 5 THRU 8	220	74	33.6							146	66.4
PFS- 9 THRU 11	45	5	11.1							40	88.9
PFS-12 THRU 15	9									9	100.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	321	24	7.5	2	.6			7	2.2	288	89.7
UP THRU $6,499	133	19	14.3	2	1.5			5	3.8	107	80.5
$ 6,500 THRU $ 9,999	126	5	4.0					2	1.6	119	94.4
$ 0,000 THRU $13,999	46									46	100.0
$14,000 THRU $17,999	9									9	100.0
$18,000 AND OVER	7									7	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-37

STANDARD METROPOLITAN STATISTICAL AREA
PHILADELPHIA,PENNSYLVANIA-NEW JERSEY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	84,177	22,329	26.5	297	.4	22		119	.1	61,410	73.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	43,334	9,349	21.6	112	.3	10		75	.2	33,788	78.0
GS- 1 THRU 4	12,276	4,658	37.9	39	.3	2		19	.2	7,558	61.6
GS- 5 THRU 8	11,345	3,003	26.5	37	.3	4		16	.1	8,285	73.0
GS- 9 THRU 11	11,993	1,371	11.4	24	.2	4		19	.2	10,575	88.2
GS-12 THRU 13	6,554	287	4.4	11	.2			17	.3	6,239	95.2
GS-14 THRU 15	1,128	29	2.6	1	.1			4	.4	1,094	97.0
GS-16 THRU 18	38	1	2.6							37	97.4
TOTAL WAGE SYSTEMS.....	21,128	6,580	31.1	144	.7	7		30	.1	14,367	68.0
UP THRU $5,499	2,089	1,444	69.1	6	.3			3	.1	636	30.4
$ 5,500 THRU $ 6,999	5,772	2,733	47.3	67	1.2	2		9	.2	2,961	51.3
$ 7,000 THRU $ 7,999	4,899	1,299	26.5	33	.7	1		7	.1	3,559	72.6
$ 8,000 THRU $ 8,999	6,009	958	15.9	33	.5	3		9	.1	5,006	83.3
$ 9,000 THRU $ 9,999	1,238	93	7.5	2	.2			1	.1	1,142	92.2
$10,000 THRU $13,999	1,062	52	4.9	3	.3	1	.1	1	.1	1,005	94.6
$14,000 THRU $17,999	51	1	2.0							50	98.0
$18,000 AND OVER	8									8	100.0
TOTAL POSTAL FIELD SERVICE.....	19,486	6,372	32.7	40	.2	5		14	.1	13,055	67.0
PFS- 1 THRU 5*	16,695	5,742	34.4	38	.2	5		11	.1	10,899	65.3
PFS- 6 THRU 9	2,090	585	28.0	2	.1			3	.1	1,500	71.8
PFS-10 THRU 12	436	30	6.9							406	93.1
PFS-13 THRU 16	241	13	5.4							228	94.6
PFS-17 THRU 19	20	2	10.0							18	90.0
PFS-20 THRU 21	4									4	100.0
TOTAL OTHER PAY SYSTEMS	229	28	12.2	1	.4					200	87.3
UP THRU $6,499	105	18	17.1	1	1.0					86	81.9
$ 6,500 THRU $ 9,999	72	9	12.5							63	87.5
$10,000 THRU $13,999	22									22	100.0
$14,000 THRU $17,999	16	1	6.3							15	93.8
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	9									9	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-37a

STANDARD METROPOLITAN STATISTICAL AREA
PHILADELPHIA,PENNSYLVANIA-NEW JERSEY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	84,466	22,765	27.0	246	.3	22		82	.1	61,351	72.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	42,327	9,088	21.5	87	.2	11		49	.1	33,092	78.2
GS- 1 THRU 4	13,729	5,067	36.9	38	.3	4		12	.1	8,608	62.7
GS- 5 THRU 8	10,691	2,667	24.9	24	.2	2		6	.1	7,992	74.8
GS- 9 THRU 11	11,103	1,139	10.3	15	.1	3		12	.1	9,934	89.5
GS-12 THRU 13	5,765	200	3.5	8	.1	2		15	.3	5,540	96.1
GS-14 THRU 15	1,003	14	1.4	2	.2			4	.4	983	98.0
GS-16 THRU 18	36	1	2.8							35	97.2
TOTAL WAGE SYSTEMS.....	22,956	7,372	32.1	133	.6	9		21	.1	15,421	67.2
UP THRU $5,499	3,924	2,691	68.6	41	1.0			10	.3	1,182	30.1
$ 5,500 THRU $ 6,999	8,195	3,077	37.5	42	.5	3		2		5,071	61.9
$ 7,000 THRU $ 7,999	8,531	1,456	17.1	45	.5	5	.1	9	.1	7,016	82.2
$ 8,000 THRU $ 8,999	1,412	122	8.6	4	.3					1,286	91.1
$ 9,000 THRU $ 9,999	631	22	3.5	1	.2	1	.2			607	96.2
$10,000 THRU $13,999	224	4	1.8							220	98.2
$14,000 THRU $17,999	39									39	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	18,880	6,267	33.2	25	.1	2		11	.1	12,575	66.6
PFS- 1 THRU 4*	16,635	5,863	35.2	24	.1	2		9	.1	10,737	64.5
PFS- 5 THRU 8	1,654	375	22.7	1	.1			2	.1	1,276	77.1
PFS- 9 THRU 11	417	24	5.8							393	94.2
PFS-12 THRU 15	154	4	2.6							150	97.4
PFS-16 THRU 18	17	1	5.9							16	94.1
PFS-19 THRU 20	3									3	100.0
TOTAL OTHER PAY SYSTEMS	303	38	12.5	1	.3			1	.3	263	86.8
UP THRU $6,499	215	37	17.2	1	.5			1	.5	176	81.9
$ 6,500 THRU $ 9,999	43									43	100.0
$10,000 THRU $13,999	28									28	100.0
$14,000 THRU $17,999	7	1	14.3							6	85.7
$18,000 AND OVER	10									10	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-38

STANDARD METROPOLITAN STATISTICAL AREA
PITTSBURGH, PENNSYLVANIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	17,232	2,716	15.8	19	.1	7		11	.1	14,479	84.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,675	792	14.0	10	.2	2		9	.2	4,862	85.7
GS- 1 THRU 4	1,480	477	32.2					1	.1	1,002	67.7
GS- 5 THRU 8	1,589	212	13.3	3	.2	1	.1	1	.1	1,372	86.3
GS- 9 THRU 11	1,443	85	5.9	3	.2			1	.1	1,354	93.8
GS-12 THRU 13	936	17	1.8	2	.2	1	.1	5	.5	911	97.3
GS-14 THRU 15	219	1	.5	2	.9			1	.5	215	98.2
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	1,824	392	21.5	2	.1					1,430	78.4
UP THRU $5,499	46	25	54.3							21	45.7
$ 5,500 THRU $ 6,999	501	263	52.5							238	47.5
$ 7,000 THRU $ 7,999	388	48	12.4	2	.5					338	87.1
$ 8,000 THRU $ 8,999	662	46	6.9							616	93.1
$ 9,000 THRU $ 9,999	94	7	7.4							87	92.6
$10,000 THRU $13,999	133	3	2.3							130	97.7
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	9,579	1,513	15.8	7	.1	5	.1	2		8,052	84.1
PFS- 1 THRU 5*	8,378	1,376	16.4	6	.1	5	.1	2		6,989	83.4
PFS- 6 THRU 9	985	127	12.9	1	.1					857	87.0
PFS-10 THRU 12	185	6	3.2							179	96.8
PFS-13 THRU 16	29	4	13.8							25	86.2
PFS-17 THRU 19	2									2	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	154	19	12.3							135	87.7
UP THRU $6,499	76	14	18.4							62	81.6
$ 6,500 THRU $ 9,999	44	3	6.8							41	93.2
$10,000 THRU $13,999	17									17	100.0
$14,000 THRU $17,999	9	1	11.1							8	88.9
$18,000 THRU $25,999	6	1	16.7							5	83.3
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-38a

STANDARD METROPOLITAN STATISTICAL AREA
PITTSBURGH, PENNSYLVANIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	17,395	2,859	16.4	13	.1	2		8		14,513	83.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,841	851	14.6	4	.1	1		8	.1	4,977	85.2
GS- 1 THRU 4	1,798	618	34.4			1	.1	2	.1	1,177	65.5
GS- 5 THRU 8	1,395	144	10.3	2	.1					1,249	89.5
GS- 9 THRU 11	1,554	72	4.6	1	.1			1	.1	1,480	95.2
GS-12 THRU 13	877	13	1.5					5	.6	859	97.9
GS-14 THRU 15	206	4	1.9	1	.5					201	97.6
GS-16 THRU 18	11									11	100.0
TOTAL WAGE SYSTEMS.....	1,633	411	25.2	4	.2					1,218	74.6
UP THRU $5,499	500	303	60.6	1	.2					196	39.2
$ 5,500 THRU $ 6,999	564	83	14.7	2	.4					479	84.9
$ 7,000 THRU $ 7,999	434	22	5.1	1	.2					411	94.7
$ 8,000 THRU $ 8,999	93	3	3.2							90	96.8
$ 9,000 THRU $ 9,999	27									27	100.0
$10,000 THRU $13,999	15									15	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	9,771	1,576	16.1	4		1				8,190	83.8
PFS- 1 THRU 4*	8,491	1,429	16.8	4		1				7,057	83.1
PFS- 5 THRU 8	1,043	138	13.2							905	86.8
PFS- 9 THRU 11	201	6	3.0							195	97.0
PFS-12 THRU 15	34	3	8.8							31	91.2
PFS-16 THRU 18	2									2	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	150	21	14.0	1	.7					128	85.3
UP THRU $6,499	114	20	17.5							94	82.5
$ 6,500 THRU $ 9,999	11									11	100.0
$10,000 THRU $13,999	21			1	4.8					20	95.2
$14,000 THRU $17,999	3	1	33.3							2	66.7
$18,000 AND OVER	1									1	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-39

STANDARD METROPOLITAN STATISTICAL AREA
RALEIGH, NORTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,942	214	11.0	4	.2	2	.1	2	.1	1,720	88.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,045	48	4.6	3	.3			2	.2	992	94.9
GS- 1 THRU 4	169	23	13.6							146	86.4
GS- 5 THRU 8	301	17	5.6	1	.3					283	94.0
GS- 9 THRU 11	289	5	1.7	1	.3					283	97.9
GS-12 THRU 13	243	2	.8	1	.4			2	.8	238	97.9
GS-14 THRU 15	42	1	2.4							41	97.6
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	100	5	5.0							95	95.0
UP THRU $5,499	7	2	28.6							5	71.4
$ 5,500 THRU $ 6,999	17	2	11.8							15	88.2
$ 7,000 THRU $ 7,999	65	1	1.5							64	98.5
$ 8,000 THRU $ 8,999	4									4	100.0
$ 9,000 THRU $ 9,999	4									4	100.0
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	753	161	21.4			2	.3			590	78.4
PFS- 1 THRU 5*	637	157	24.6			1	.2			479	75.2
PFS- 6 THRU 9	95	3	3.2			1	1.1			91	95.8
PFS-10 THRU 12	18	1	5.6							17	94.4
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	44			1	2.3					43	97.7
UP THRU $6,499	17			1	5.9					16	94.1
$ 6,500 THRU $ 9,999	12									12	100.0
$10,000 THRU $13,999	7									7	100.0
$14,000 THRU $17,999	6									6	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-39a

STANDARD METROPOLITAN STATISTICAL AREA
RALEIGH, NORTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,477	174	11.8							1,303	88.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	816	41	5.0							775	95.0
GS- 1 THRU 4	189	23	12.2							166	87.8
GS- 5 THRU 8	186	17	9.1							169	90.9
GS- 9 THRU 11	238	1	.4							237	99.6
GS-12 THRU 13	183									183	100.0
GS-14 THRU 15	20									20	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	14	1	7.1							13	92.9
UP THRU $5,499	8	1	12.5							7	87.5
$ 5,500 THRU $ 6,999	6									6	100.0
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	627	131	20.9							496	79.1
PFS- 1 THRU 4*	536	128	23.9							408	76.1
PFS- 5 THRU 8	74	3	4.1							71	95.9
PFS- 9 THRU 11	11									11	100.0
PFS-12 THRU 15	6									6	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	20	1	5.0							19	95.0
UP THRU $6,499	7									7	100.0
$ 6,500 THRU $ 9,999	3									3	100.0
$10,000 THRU $13,999	6	1	16.7							5	83.3
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	3									3	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

572

1959 MINORITY GROUP STUDY

TABLE 4-40

STANDARD METROPOLITAN STATISTICAL AREA
ST. LOUIS, MISSOURI-ILLINOIS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	34,927	7,901	22.6	109	.3	18	.1	58	.2	26,841	76.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	22,634	3,406	15.0	75	.3	13	.1	50	.2	19,090	84.3
GS- 1 THRU 4	5,589	1,620	29.0	6	.1	1		1		3,961	70.9
GS- 5 THRU 8	5,951	1,057	17.8	21	.4	3	.1	10	.2	4,860	81.7
GS- 9 THRU 11	6,919	616	8.9	33	.5	5	.1	23	.3	6,242	90.2
GS-12 THRU 13	3,650	104	2.8	11	.3	4	.1	9	.2	3,522	96.5
GS-14 THRU 15	510	9	1.8	4	.8			7	1.4	490	96.1
GS-16 THRU 18	15									15	100.0
TOTAL WAGE SYSTEMS.....	4,139	1,134	27.4	13	.3	2		3	.1	2,987	72.2
UP THRU $5,499	5	3	60.0							2	40.0
$ 5,500 THRU $ 6,999	1,236	688	55.7	5	.4	1	.1	1	.1	541	43.8
$ 7,000 THRU $ 7,999	897	298	33.2	1	.1			1	.1	597	66.6
$ 8,000 THRU $ 8,999	1,070	103	9.6	3	.3			1	.1	963	90.0
$ 9,000 THRU $ 9,999	418	24	5.7	3	.7	1	.2			390	93.3
$10,000 THRU $13,999	509	18	3.5	1	.2					490	96.3
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	7,983	3,340	41.8	20	.3	2		3		4,618	57.8
PFS- 1 THRU 5*	6,647	3,042	45.8	18	.3	2		2		3,583	53.9
PFS- 6 THRU 9	890	267	30.0	1	.1					622	69.9
PFS-10 THRU 12	226	28	12.4	1	.4			1	.4	196	86.7
PFS-13 THRU 16	194	3	1.5							191	98.5
PFS-17 THRU 19	24									24	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	171	21	12.3	1	.6	1	.6	2	1.2	146	85.4
UP THRU $6,499	82	18	22.0	1	1.2					63	76.8
$ 6,500 THRU $ 9,999	52	2	3.8			1	1.9			49	94.2
$10,000 THRU $13,999	16							2	12.5	14	87.5
$14,000 THRU $17,999	7									7	100.0
$18,000 THRU $25,999	10	1	10.0							9	90.0
$26,000 AND OVER	4									4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-40a

STANDARD METROPOLITAN STATISTICAL AREA
ST. LOUIS,MISSOURI-ILLINOIS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	32,660	7,673	23.5	72	.2	9		57	.2	24,849	76.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	19,635	3,330	17.0	47	.2	8		49	.2	16,201	82.5
GS- 1 THRU 4	5,812	1,822	31.3	7	.1	3	.1	6	.1	3,974	68.4
GS- 5 THRU 8	5,368	1,018	19.0	16	.3	2		9	.2	4,323	80.5
GS- 9 THRU 11	5,745	433	7.5	18	.3	1		22	.4	5,271	91.7
GS-12 THRU 13	2,359	52	2.2	5	.2	2	.1	7	.3	2,293	97.2
GS-14 THRU 15	341	5	1.5	1	.3			5	1.5	330	96.8
GS-16 THRU 18	10									10	100.0
TOTAL WAGE SYSTEMS.....	3,349	1,111	33.2	10	.3	1		3	.1	2,224	66.4
UP THRU $5,499	511	349	68.3					1	.2	161	31.5
$ 5,500 THRU $ 6,999	1,290	604	46.8	6	.5	1	.1	1	.1	678	52.6
$ 7,000 THRU $ 7,999	697	120	17.2	3	.4			1	.1	573	82.2
$ 8,000 THRU $ 8,999	540	33	6.1	1	.2					506	93.7
$ 9,000 THRU $ 9,999	172	4	2.3							168	97.7
$10,000 THRU $13,999	137	1	.7							136	99.3
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	9,505	3,201	33.7	14	.1			4		6,286	66.1
PFS- 1 THRU 4*	8,381	3,064	36.6	11	.1			3		5,303	63.3
PFS- 5 THRU 8	762	121	15.9	3	.4					638	83.7
PFS- 9 THRU 11	210	11	5.2					1	.5	198	94.3
PFS-12 THRU 15	129	5	3.9							124	96.1
PFS-16 THRU 18	21									21	100.0
PFS-19 THRU 20	2									2	100.0
TOTAL OTHER PAY SYSTEMS	171	31	18.1	1	.6			1	.6	138	80.7
UP THRU $6,499	128	29	22.7	1	.8					98	76.6
$ 6,500 THRU $ 9,999	25							1	4.0	24	96.0
$10,000 THRU $13,999	10									10	100.0
$14,000 THRU $17,999	5	2	40.0							3	60.0
$18,000 AND OVER	3									3	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

595

5744

1969 MINORITY GROUP STUDY

TABLE 4-41

STANDARD METROPOLITAN STATISTICAL AREA
SAN ANTONIO, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	40,616	2,828	7.0	16,116	39.7	35	.1	56	.1	21,581	53.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20,816	822	3.9	5,147	24.7	23	.1	39	.2	14,785	71.0
GS- 1 THRU 4	5,627	433	7.7	2,281	40.5	2		7	.1	2,904	51.6
GS- 5 THRU 8	6,027	253	4.2	1,666	27.6	5	.1	16	.3	4,087	67.8
GS- 9 THRU 11	6,584	126	1.9	1,037	15.8	13	.2	11	.2	5,397	82.0
GS-12 THRU 13	2,275	9	.4	155	6.8	2	.1	4	.2	2,105	92.5
GS-14 THRU 15	296	1	.3	7	2.4	1	.3	1	.3	286	96.6
GS-16 THRU 18	7			1	14.3					6	85.7
TOTAL WAGE SYSTEMS.....	17,269	1,789	10.4	9,867	57.1	10	.1	17	.1	5,586	32.3
UP THRU $5,499	2,625	474	18.1	1,748	66.6	1		5	.2	397	15.1
$ 5,500 THRU $ 6,999	5,560	822	14.8	3,543	63.7	4	.1	8	.1	1,183	21.3
$ 7,000 THRU $ 7,999	6,833	426	6.2	3,782	55.3	4	.1	4	.1	2,617	38.3
$ 8,000 THRU $ 8,999	1,507	62	4.1	628	41.7	1	.1			816	54.1
$ 9,000 THRU $ 9,999	377	3	.8	108	28.6					266	70.6
$10,000 THRU $13,999	346	2	.6	56	16.2					288	83.2
$14,000 THRU $17,999	20			2	10.0					18	90.0
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	2,480	217	8.8	1,091	44.0	2	.1			1,170	47.2
PFS- 1 THRU 5*	2,000	193	9.7	933	46.7	2	.1			872	43.6
PFS- 6 THRU 9	418	24	5.7	150	35.9					244	58.4
PFS-10 THRU 12	54			6	11.1					48	88.9
PFS-13 THRU 16	7			2	28.6					5	71.4
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	51			11	21.6					40	78.4
UP THRU $6,499	18			5	27.8					13	72.2
$ 6,500 THRU $ 9,999	16			5	31.3					11	68.8
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999	5			1	20.0					4	80.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	5									5	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

575

1969 MINORITY GROUP STUDY

TABLE 4-41a

STANDARD METROPOLITAN STATISTICAL AREA
SAN ANTONIO, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	40,489	2,757	6.8	15,387	38.0	24	.1	42	.1	22,279	55.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20,933	747	3.6	4,936	23.6	14	.1	29	.1	15,207	72.6
GS- 1 THRU 4	6,348	423	6.7	2,375	37.4			5	.1	3,545	55.8
GS- 5 THRU 8	6,353	226	3.6	1,597	25.1	6	.1	12	.2	4,512	71.0
GS- 9 THRU 11	5,970	87	1.5	856	14.3	7	.1	9	.2	5,011	83.9
GS-12 THRU 13	1,999	10	.5	106	5.3	1	.1	2	.1	1,880	94.0
GS-14 THRU 15	255	1	.4	2	.8			1	.4	251	98.4
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	17,230	1,826	10.6	9,559	55.5	8		13	.1	5,824	33.8
UP THRU $5,499	5,786	891	15.4	3,803	65.7			6	.1	1,086	18.8
$ 5,500 THRU $ 6,999	8,378	842	10.1	4,621	55.2	7	.1	6	.1	2,902	34.6
$ 7,000 THRU $ 7,999	2,376	89	3.7	989	41.6	1		1		1,296	54.5
$ 8,000 THRU $ 8,999	463	3	.6	120	25.9					340	73.4
$ 9,000 THRU $ 9,999	102	1	1.0	19	18.6					82	80.4
$10,000 THRU $13,999	120			7	5.8					113	94.2
$14,000 THRU $17,999	5									5	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,268	182	8.0	880	38.8	2	.1			1,204	53.1
PFS- 1 THRU 4*	1,832	161	8.8	769	42.0	2	.1			900	49.1
PFS- 5 THRU 8	382	21	5.5	105	27.5					256	67.0
PFS- 9 THRU 11	46			5	10.9					41	89.1
PFS-12 THRU 15	7			1	14.3					6	85.7
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	58	2	3.4	12	20.7					44	75.9
UP THRU $6,499	31	1	3.2	11	35.5					19	61.3
$ 6,500 THRU $ 9,999	8									8	100.0
$10,000 THRU $13,999	7			1	14.3					6	85.7
$14,000 THRU $17,999	5	1	20.0							4	80.0
$18,000 AND OVER	7									7	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-42

STANDARD METROPOLITAN STATISTICAL AREA
SAN FRANCISCO-OAKLAND, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	88,843	18,990	21.4	3,164	3.6	333	.4	6,453	7.3	59,903	67.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	34,605	4,944	14.3	903	2.6	148	.4	2,225	6.4	26,385	76.2
GS- 1 THRU 4	8,839	2,462	27.9	320	3.6	65	.7	498	5.6	5,494	62.2
GS- 5 THRU 8	10,742	1,920	17.9	321	3.0	41	.4	854	8.0	7,606	70.8
GS- 9 THRU 11	8,452	419	5.0	181	2.1	27	.3	651	7.7	7,174	84.9
GS-12 THRU 13	5,112	119	2.3	68	1.3	15	.3	186	3.6	4,724	92.4
GS-14 THRU 15	1,387	23	1.7	13	.9			36	2.6	1,315	94.8
GS-16 THRU 18	73	1	1.4							72	98.6
TOTAL WAGE SYSTEMS.....	33,934	7,949	23.4	1,393	4.1	121	.4	2,489	7.3	21,982	64.8
UP THRU $5,499	561	80	14.3	14	2.5	1	.2	172	30.7	294	52.4
$ 5,500 THRU $ 6,999	4,316	1,223	28.3	160	3.7	6	.1	575	13.3	2,352	54.5
$ 7,000 THRU $ 7,999	5,447	1,980	36.4	238	4.4	16	.3	433	7.9	2,780	51.0
$ 8,000 THRU $ 8,999	8,787	2,673	30.4	371	4.2	35	.4	638	7.3	5,070	57.7
$ 9,000 THRU $ 9,999	9,608	1,604	16.7	485	5.0	43	.4	455	4.7	7,021	73.1
$10,000 THRU $13,999	4,903	386	7.9	123	2.5	20	.4	213	4.3	4,161	84.9
$14,000 THRU $17,999	241	3	1.2	2	.8			3	1.2	233	96.7
$18,000 AND OVER	71									71	100.0
TOTAL POSTAL FIELD SERVICE.....	19,867	6,071	30.6	865	4.4	63	.3	1,730	8.7	11,138	56.1
PFS- 1 THRU 5*	16,715	5,353	32.0	770	4.6	54	.3	1,432	8.6	9,106	54.5
PFS- 6 THRU 9	2,423	654	27.0	83	3.4	9	.4	258	10.6	1,419	58.6
PFS-10 THRU 12	433	51	11.8	8	1.8			30	6.9	344	79.4
PFS-13 THRU 16	260	12	4.6	4	1.5			9	3.5	235	90.4
PFS-17 THRU 19	33	1	3.0					1	3.0	31	93.9
PFS-20 THRU 21	3									3	100.0
TOTAL OTHER PAY SYSTEMS	437	26	5.9	3	.7	1	.2	9	2.1	398	91.1
UP THRU $6,499	107	19	17.8	2	1.9	1	.9	4	3.7	81	75.7
$ 6,500 THRU $ 9,999	191	5	2.6	1	.5			4	2.1	181	94.8
$10,000 THRU $13,999	62							1	1.6	61	98.4
$14,000 THRU $17,999	55	1	1.8							54	98.2
$18,000 THRU $25,999	16									16	100.0
$26,000 AND OVER	6	1	16.7							5	83.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

598

571

1969 MINORITY GROUP STUDY

TABLE 4-42a

STANDARD METROPOLITAN STATISTICAL AREA
SAN FRANCISCO-OAKLAND, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	93,479	21,071	22.5	2,794	3.0	390	.4	6,583	7.0	62,641	67.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	34,531	5,234	15.2	729	2.1	150	.4	1,983	5.7	26,435	76.6
GS- 1 THRU 4	10,897	3,233	29.7	312	2.9	73	.7	562	5.2	6,717	61.6
GS- 5 THRU 8	10,203	1,571	15.4	234	2.3	46	.5	793	7.8	7,559	74.1
GS- 9 THRU 11	7,478	341	4.6	133	1.8	19	.3	455	6.1	6,530	87.3
GS-12 THRU 13	4,713	68	1.4	39	.8	12	.3	152	3.2	4,442	94.2
GS-14 THRU 15	1,168	19	1.6	11	.9			21	1.8	1,117	95.6
GS-16 THRU 18	72	2	2.8							70	97.2
TOTAL WAGE SYSTEMS.....	37,916	8,972	23.7	1,288	3.4	129	.3	2,865	7.6	24,662	65.0
UP THRU $5,499	1,919	406	21.2	68	3.5	8	.4	189	9.8	1,248	65.0
$ 5,500 THRU $ 6,999	12,321	4,544	36.9	405	3.3	41	.3	1,254	10.2	6,077	49.3
$ 7,000 THRU $ 7,999	16,503	3,466	21.0	658	4.0	59	.4	1,107	6.7	11,213	67.9
$ 8,000 THRU $ 8,999	2,812	363	12.9	92	3.3	9	.3	187	6.7	2,161	76.8
$ 9,000 THRU $ 9,999	3,384	183	5.4	60	1.8	10	.3	124	3.7	3,007	88.9
$10,000 THRU $13,999	857	10	1.2	5	.6	2	.2	4	.5	836	97.5
$14,000 THRU $17,999	91									91	100.0
$18,000 AND OVER	29									29	100.0
TOTAL POSTAL FIELD SERVICE.....	20,530	6,821	33.2	762	3.7	108	.5	1,726	8.4	11,113	54.1
PFS- 1 THRU 4*	18,092	6,342	35.1	695	3.8	105	.6	1,503	8.3	9,447	52.2
PFS- 5 THRU 8	1,845	435	23.6	59	3.2	2	.1	191	10.4	1,158	62.8
PFS- 9 THRU 11	382	38	9.9	4	1.0	1	.3	28	7.3	311	81.4
PFS-12 THRU 15	184	6	3.3	4	2.2			3	1.6	171	92.9
PFS-16 THRU 18	24							1	4.2	23	95.8
PFS-19 THRU 20	3									3	100.0
TOTAL OTHER PAY SYSTEMS	502	44	8.8	15	3.0	3	.6	9	1.8	431	85.9
UP THRU $6,499	216	41	19.0	14	6.5	2	.9	4	1.9	155	71.8
$ 6,500 THRU $ 9,999	89	1	1.1			1	1.1	3	3.4	84	94.4
$10,000 THRU $13,999	92							2	2.2	90	97.8
$14,000 THRU $17,999	52	1	1.9							51	98.1
$18,000 AND OVER **	53	1	1.9	1	1.9					51	96.2

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-43

STANDARD METROPOLITAN STATISTICAL AREA
WASHINGTON, D.C.-MARYLAND-VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	288,490	76,981	26.7	1,328	.5	412	.1	1,439	.5	208,330	72.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	225,383	46,000	20.4	1,134	.5	372	.2	1,306	.6	176,571	78.3
GS- 1 THRU 4	36,778	18,939	51.5	227	.6	61	.2	82	.2	17,469	47.5
GS- 5 THRU 8	68,446	19,633	28.7	343	.5	157	.2	253	.4	48,060	70.2
GS- 9 THRU 11	38,183	4,729	12.4	206	.5	63	.2	384	1.0	32,801	85.9
GS-12 THRU 13	46,015	2,015	4.4	248	.5	43	.1	404	.9	43,305	94.1
GS-14 THRU 15	32,103	635	2.0	100	.3	43	.1	173	.5	31,152	97.0
GS-16 THRU 18	3,858	49	1.3	10	.3	5	.1	10	.3	3,784	98.1
TOTAL WAGE SYSTEMS.....	36,871	20,585	55.8	89	.2	19	.1	45	.1	16,133	43.8
UP THRU $5,499	4,019	3,542	88.1	6	.1			1		470	11.7
$ 5,500 THRU $ 6,999	11,751	9,460	80.5	20	.2	3		13	.1	2,255	19.2
$ 7,000 THRU $ 7,999	5,877	3,920	66.7	16	.3	4	.1	14	.2	1,923	32.7
$ 8,000 THRU $ 8,999	5,940	2,201	37.1	17	.3	5	.1	4	.1	3,713	62.5
$ 9,000 THRU $ 9,999	2,746	735	26.8	13	.5	3	.1	2	.1	1,993	72.6
$10,000 THRU $13,999	6,317	708	11.2	17	.3	4	.1	11	.2	5,577	88.3
$14,000 THRU $17,999	210	15	7.1							195	92.9
$18,000 AND OVER	11	4	36.4							7	63.6
TOTAL POSTAL FIELD SERVICE.....	16,298	9,719	59.6	40	.2	10	.1	23	.1	6,506	39.9
PFS- 1 THRU 5*	13,576	8,685	64.0	34	.3	7	.1	20	.1	4,830	35.6
PFS- 6 THRU 9	2,215	986	44.5	6	.3	1		3	.1	1,219	55.0
PFS-10 THRU 12	280	34	12.1			2	.7			244	87.1
PFS-13 THRU 16	202	13	6.4							189	93.6
PFS-17 THRU 19	23	1	4.3							22	95.7
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	9,938	677	6.8	65	.7	11	.1	65	.7	9,120	91.8
UP THRU $6,499	907	161	17.8	1	.1			3	.3	742	81.8
$ 6,500 THRU $ 9,999	2,391	307	12.8	26	1.1	4	.2	13	.5	2,041	85.4
$10,000 THRU $13,999	1,768	96	5.4	14	.8	4	.2	19	1.1	1,635	92.5
$14,000 THRU $17,999	1,317	42	3.2	8	.6			14	1.1	1,253	95.1
$18,000 THRU $25,999	1,490	37	2.5	9	.6			9	.6	1,435	96.3
$26,000 AND OVER	2,065	34	1.6	7	.3	3	.1	7	.3	2,014	97.5

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-43a

STANDARD METROPOLITAN STATISTICAL AREA
WASHINGTON, D.C.-MARYLAND-VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	291,085	75,010	25.8	1,026	.4	336	.1	1,176	.4	213,537	73.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	223,079	42,075	18.9	852	.4	300	.1	1,039	.5	178,813	80.2
GS- 1 THRU 4	44,361	20,513	46.2	184	.4	79	.2	81	.2	23,504	53.0
GS- 5 THRU 8	67,087	16,274	24.3	228	.3	123	.2	215	.3	50,247	74.9
GS- 9 THRU 11	35,856	3,383	9.4	189	.5	41	.1	326	.9	31,917	89.0
GS-12 THRU 13	43,206	1,462	3.4	189	.4	33	.1	291	.7	41,231	95.4
GS-14 THRU 15	28,582	393	1.4	56	.2	21	.1	122	.4	27,990	97.9
GS-16 THRU 18	3,987	50	1.3	6	.2	3	.1	4	.1	3,924	98.4
TOTAL WAGE SYSTEMS.....	40,249	22,024	54.7	93	.2	16		39	.1	18,077	44.9
UP THRU $5,499	10,327	8,923	86.4	16	.2	5		8	.1	1,375	13.3
$ 5,500 THRU $ 6,999	12,663	9,628	76.0	28	.2	6		16	.1	2,985	23.6
$ 7,000 THRU $ 7,999	7,952	2,453	30.8	25	.3	3		4	.1	5,467	68.8
$ 8,000 THRU $ 8,999	3,636	667	18.3	7	.2			5	.1	2,957	81.3
$ 9,000 THRU $ 9,999	3,993	306	7.7	8	.2	2	.1	3	.1	3,674	92.0
$10,000 THRU $13,999	1,632	46	2.8	9	.6			3	.2	1,574	96.4
$14,000 THRU $17,999	43	1	2.3							42	97.7
$18,000 AND OVER	3									3	100.0
TOTAL POSTAL FIELD SERVICE.....	17,210	10,207	59.3	28	.2	6		20	.1	6,949	40.4
PFS- 1 THRU 4*	14,817	9,352	63.1	27	.2	6		18	.1	5,414	36.5
PFS- 5 THRU 8	1,988	824	41.4	1	.1			2	.1	1,161	58.4
PFS- 9 THRU 11	237	23	9.7							214	90.3
PFS-12 THRU 15	149	8	5.4							141	94.6
PFS-16 THRU 18	17									17	100.0
PFS-19 THRU 20	2									2	100.0
TOTAL OTHER PAY SYSTEMS	10,547	704	6.7	53	.5	14	.1	78	.7	9,698	92.0
UP THRU $6,499	1,228	330	26.9	5	.4	10	.8	13	1.1	870	70.8
$ 6,500 THRU $ 9,999	2,653	226	8.5	19	.7	1		26	1.0	2,381	89.7
$10,000 THRU $13,999	2,162	67	3.1	9	.4	1		21	1.0	2,064	95.5
$14,000 THRU $17,999	1,723	43	2.5	8	.5			8	.5	1,664	96.6
$18,000 AND OVER	2,781	38	1.4	12	.4	2	.1	10	.4	2,719	97.8
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-44

STANDARD METROPOLITAN STATISTICAL AREA
ALBUQUERQUE, NEW MEXICO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,540	108	1.3	2,515	29.4	762	8.9	17	.2	5,138	60.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,106	63	1.0	1,214	19.9	580	9.5	15	.2	4,234	69.3
GS- 1 THRU 4	1,570	22	1.4	521	33.2	300	19.1	3	.2	724	46.1
GS- 5 THRU 8	1,825	20	1.1	430	23.6	185	10.1	5	.3	1,185	64.9
GS- 9 THRU 11	1,334	14	1.0	190	14.2	75	5.6	3	.2	1,052	78.9
GS-12 THRU 13	1,121	7	.6	64	5.7	16	1.4	3	.3	1,031	92.0
GS-14 THRU 15	251			9	3.6	4	1.6	1	.4	237	94.4
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....	1,426	25	1.8	763	53.5	124	8.7	2	.1	512	35.9
UP THRU $5,499	227	10	4.4	151	66.5	39	17.2			27	11.9
$ 5,500 THRU $ 6,999	314	9	2.9	224	71.3	34	10.8			47	15.0
$ 7,000 THRU $ 7,999	298	3	1.0	186	62.4	19	6.4			90	30.2
$ 8,000 THRU $ 8,999	376	2	.5	169	44.9	22	5.9	1	.3	182	48.4
$ 9,000 THRU $ 9,999	123			25	20.3	4	3.3			94	76.4
$10,000 THRU $13,999	87	1	1.1	8	9.2	5	5.7	1	1.1	72	82.8
$14,000 THRU $17,999											
$18,000 AND OVER	1					1	100.0				
TOTAL POSTAL FIELD SERVICE.....	892	20	2.2	528	59.2	8	.9			336	37.7
PFS- 1 THRU 5*	763	19	2.5	457	59.9	8	1.0			279	36.6
PFS- 6 THRU 9	106	1	.9	56	52.8					49	46.2
PFS-10 THRU 12	19			13	68.4					6	31.6
PFS-13 THRU 16	4			2	50.0					2	50.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	116			10	8.6	50	43.1			56	48.3
UP THRU $6,499	74			6	8.1	50	67.6			18	24.3
$ 6,500 THRU $ 9,999	18			2	11.1					16	88.9
$10,000 THRU $13,999	13			1	7.7					12	92.3
$14,000 THRU $17,999	5									5	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	3			1	33.3					2	66.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
AUGUSTA,GEORGIA-SOUTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,096	1,294	21.4	12	.2	3		9	.1	4,738	78.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,797	382	10.1	11	.3	3	.1	7	.2	3,394	89.4
GS- 1 THRU 4	1,697	284	16.7	6	.4	2	.1	4	.2	1,401	82.6
GS- 5 THRU 8	944	52	5.5	2	.2			2	.2	888	94.1
GS- 9 THRU 11	847	44	5.2	1	.1			1	.1	801	94.6
GS-12 THRU 13	226	2	.9			1	.4			223	98.7
GS-14 THRU 15	78			2	2.6					76	97.4
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....	1,683	828	49.2					1	.1	854	50.7
UP THRU $5,499	628	527	83.9							101	16.1
$ 5,500 THRU $ 6,999	412	232	56.3					1	.2	179	43.4
$ 7,000 THRU $ 7,999	329	55	16.7							274	83.3
$ 8,000 THRU $ 8,999	158	9	5.7							149	94.3
$ 9,000 THRU $ 9,999	102	3	2.9							99	97.1
$10,000 THRU $13,999	53	2	3.8							51	96.2
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	546	73	13.4	1	.2			1	.2	471	86.3
PFS- 1 THRU 5*	454	71	15.6	1	.2			1	.2	381	83.9
PFS- 6 THRU 9	78	2	2.6							76	97.4
PFS-10 THRU 12	11									11	100.0
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	30	11	36.7							19	63.3
UP THRU $6,499	22	9	40.9							13	59.1
$ 6,500 THRU $ 9,999	5	2	40.0							3	60.0
$10,000 THRU $13,999											
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-46

STANDARD METROPOLITAN STATISTICAL AREA
AUSTIN, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,303	381	7.2	495	9.3	9	.2	6	.1	4,412	83.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,808	191	5.0	279	7.3	8	.2	6	.2	3,324	87.3
GS- 1 THRU 4	1,385	122	8.8	158	11.4	2	.1	4	.3	1,099	79.4
GS- 5 THRU 8	1,321	43	3.3	77	5.8	3	.2	2	.2	1,196	90.5
GS- 9 THRU 11	593	10	1.7	19	3.2					564	95.1
GS-12 THRU 13	412	13	3.2	22	5.3	2	.5			375	91.0
GS-14 THRU 15	91	3	3.3	3	3.3	1	1.1			84	92.3
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	439	80	18.2	81	18.5	1	.2			277	63.1
UP THRU $5,499	145	69	47.6	43	29.7					33	22.8
$ 5,500 THRU $ 6,999	121	7	5.8	23	19.0	1	.8			90	74.4
$ 7,000 THRU $ 7,999	115	4	3.5	15	13.0					96	83.5
$ 8,000 THRU $ 8,999	34									34	100.0
$ 9,000 THRU $ 9,999	18									18	100.0
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,042	110	10.6	134	12.9					798	76.6
PFS- 1 THRU 5*	881	99	11.2	115	13.1					667	75.7
PFS- 6 THRU 9	137	11	8.0	18	13.1					108	78.8
PFS-10 THRU 12	19			1	5.3					18	94.7
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	14			1	7.1					13	92.9
UP THRU $6,499	4			1	25.0					3	75.0
$ 6,500 THRU $ 9,999	8									8	100.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
BILOXI-GULFPORT, MISSISSIPPI

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	5,632	651	11.6	15	.3	3	.1	2		4,961	88.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,367	100	3.0	14	.4	1		1		3,251	96.6
GS- 1 THRU 4	1,214	54	4.4	6	.5					1,154	95.1
GS- 5 THRU 8	867	10	1.2	5	.6	1	.1	1	.1	850	98.0
GS- 9 THRU 11	934	35	3.7	2	.2					897	96.0
GS-12 THRU 13	303	1	.3							302	99.7
GS-14 THRU 15	48			1	2.1					47	97.9
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	1,960	531	27.1			2	.1	1	.1	1,426	72.8
UP THRU $5,499	282	194	68.8							88	31.2
$ 5,500 THRU $ 6,999	750	291	38.8					1	.1	458	61.1
$ 7,000 THRU $ 7,999	687	38	5.5			2	.3			647	94.2
$ 8,000 THRU $ 8,999	147	7	4.8							140	95.2
$ 9,000 THRU $ 9,999	32	1	3.1							31	96.9
$10,000 THRU $13,999	62									62	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	279	17	6.1	1	.4					261	93.5
PFS- 1 THRU 5*	236	17	7.2	1	.4					218	92.4
PFS- 6 THRU 9	33									33	100.0
PFS-10 THRU 12	8									8	100.0
PFS-13 THRU 16	2									2	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	26	3	11.5							23	88.5
UP THRU $6,499	20	3	15.0							17	85.0
$ 6,500 THRU $ 9,999	4									4	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-48

STANDARD METROPOLITAN STATISTICAL AREA
BUFFALO,NEW YORK

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,941	841	9.4	22	.2	8	.1	7	.1	8,063	90.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,320	292	8.8	6	.2	6	.2	7	.2	3,009	90.6
GS- 1 THRU 4	841	205	24.4			2	.2			634	75.4
GS- 5 THRU 8	966	60	6.2			2	.2			904	93.6
GS- 9 THRU 11	941	19	2.0	3	.3	1	.1	3	.3	915	97.2
GS-12 THRU 13	452	5	1.1	1	.2	1	.2	1	.2	444	98.2
GS-14 THRU 15	116	3	2.6	2	1.7			3	2.6	108	93.1
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	1,063	171	16.1	8	.8					884	83.2
UP THRU $5,499	20	10	50.0							10	50.0
$ 5,500 THRU $ 6,999	316	128	40.5	4	1.3					184	58.2
$ 7,000 THRU $ 7,999	223	23	10.3	2	.9					198	88.8
$ 8,000 THRU $ 8,999	363	9	2.5	1	.3					353	97.2
$ 9,000 THRU $ 9,999	64									64	100.0
$10,000 THRU $13,999	74	1	1.4	1	1.4					72	97.3
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,499	367	8.2	8	.2	2				4,122	91.6
PFS- 1 THRU 5*	3,939	326	8.3	7	.2	2	.1			3,604	91.5
PFS- 6 THRU 9	467	37	7.9	1	.2					429	91.9
PFS-10 THRU 12	79	4	5.1							75	94.9
PFS-13 THRU 16	13									13	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	59	11	18.6							48	81.4
UP THRU $6,499	38	8	21.1							30	78.9
$ 6,500 THRU $ 9,999	13	3	23.1							10	76.9
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999	4									4	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-49

STANDARD METROPOLITAN STATISTICAL AREA
COLUMBUS, GEORGIA-ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,067	1,452	23.9	32	.5	1		12	.2	4,570	75.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,140	328	10.4	10	.3	1		10	.3	2,791	88.9
GS- 1 THRU 4	1,654	248	15.0	8	.5			6	.4	1,392	84.2
GS- 5 THRU 8	1,005	70	7.0	1	.1	1	.1	2	.2	931	92.6
GS- 9 THRU 11	379	10	2.6	1	.3			1	.3	367	96.8
GS-12 THRU 13	95							1	1.1	94	98.9
GS-14 THRU 15	7									7	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	2,408	1,060	44.0	21	.9			2	.1	1,325	55.0
UP THRU $5,499	597	474	79.4	3	.5					120	20.1
$ 5,500 THRU $ 6,999	1,038	489	47.1	16	1.5			2	.2	531	51.2
$ 7,000 THRU $ 7,999	619	91	14.7	2	.3					526	85.0
$ 8,000 THRU $ 8,999	61	5	8.2							56	91.8
$ 9,000 THRU $ 9,999	62	1	1.6							61	98.4
$10,000 THRU $13,999	30									30	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	511	64	12.5	1	.2					446	87.3
PFS- 1 THRU 5*	421	60	14.3	1	.2					360	85.5
PFS- 6 THRU 9	79	4	5.1							75	94.9
PFS-10 THRU 12	8									8	100.0
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	8									8	100.0
UP THRU $6,499	6									6	100.0
$ 6,500 THRU $ 9,999	2									2	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

607

1969 MINORITY GROUP STUDY

TABLE 4-50

STANDARD METROPOLITAN STATISTICAL AREA
COLUMBUS, OHIO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	11,479	3,302	28.8	18	.2	1		10	.1	8,148	71.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,220	1,423	22.9	10	.2			8	.1	4,779	76.8
GS- 1 THRU 4	1,558	576	37.0	3	.2					979	62.8
GS- 5 THRU 8	1,809	555	30.7	2	.1					1,252	69.2
GS- 9 THRU 11	1,765	244	13.8	4	.2			6	.3	1,511	85.6
GS-12 THRU 13	978	45	4.6	1	.1			2	.2	930	95.1
GS-14 THRU 15	109	3	2.8							106	97.2
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	1,827	817	44.7	3	.2			1	.1	1,006	55.1
UP THRU $5,499	57	36	63.2							21	36.8
$ 5,500 THRU $ 6,999	904	563	62.3	3	.3			1	.1	337	37.3
$ 7,000 THRU $ 7,999	412	158	38.3							254	61.7
$ 8,000 THRU $ 8,999	310	39	12.6							271	87.4
$ 9,000 THRU $ 9,999	63	20	31.7							43	68.3
$10,000 THRU $13,999	81	1	1.2							80	98.8
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,402	1,060	31.2	5	.1	1		1		2,335	68.6
PFS- 1 THRU 5*	2,748	894	32.5	5	.2	1		1		1,847	67.2
PFS- 6 THRU 9	583	160	27.4							423	72.6
PFS-10 THRU 12	60	6	10.0							54	90.0
PFS-13 THRU 16	10									10	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	30	2	6.7							28	93.3
UP THRU $6,499	16	2	12.5							14	87.5
$ 6,500 THRU $ 9,999	7									7	100.0
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

609

1969 MINORITY GROUP STUDY TABLE 4-51

STANDARD METROPOLITAN STATISTICAL AREA
CORPUS CHRISTI, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,880	217	3.2	2,343	34.1	5	.1	2		4,313	62.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,436	25	1.0	445	18.3	4	.2	2	.1	1,960	80.5
GS- 1 THRU 4	795	11	1.4	208	26.2	1	.1	1	.1	574	72.2
GS- 5 THRU 8	660	7	1.1	137	20.8	1	.2	1	.2	514	77.9
GS- 9 THRU 11	748	4	.5	85	11.4	1	.1			658	88.0
GS-12 THRU 13	212	3	1.4	15	7.1	1	.5			193	91.0
GS-14 THRU 15	21									21	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	3,774	159	4.2	1,621	43.0					1,994	52.8
UP THRU $5,499	32	3	9.4	3	9.4					26	81.3
$ 5,500 THRU $ 6,999	889	56	6.3	511	57.5					322	36.2
$ 7,000 THRU $ 7,999	719	54	7.5	452	62.9					213	29.6
$ 8,000 THRU $ 8,999	1,517	43	2.8	593	39.1					881	58.1
$ 9,000 THRU $ 9,999	424	2	.5	48	11.3					374	88.2
$10,000 THRU $13,999	180	1	.6	14	7.8					165	91.7
$14,000 THRU $17,999	13									13	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	660	32	4.8	276	41.8	1	.2			351	53.2
PFS- 1 THRU 5*	537	29	5.4	249	46.4	1	.2			258	48.0
PFS- 6 THRU 9	102	3	2.9	26	25.5					73	71.6
PFS-10 THRU 12	19									19	100.0
PFS-13 THRU 16	2			1	50.0					1	50.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	10	1	10.0	1	10.0					8	80.0
UP THRU $6,499	5	1	20.0							4	80.0
$ 6,500 THRU $ 9,999	4			1	25.0					3	75.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-52

STANDARD METROPOLITAN STATISTICAL AREA
DAYTON,OHIO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	26,593	5,311	20.0	41	.2	7		48	.2	21,186	79.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	18,902	3,066	16.2	33	.2	7		46	.2	15,750	83.3
GS- 1 THRU 4	3,367	1,133	33.7	2	.1	1		3	.1	2,228	66.2
GS- 5 THRU 8	4,284	1,031	24.1	9	.2	3	.1	7	.2	3,234	75.5
GS- 9 THRU 11	3,936	555	14.1	10	.3	1		6	.2	3,364	85.5
GS-12 THRU 13	5,818	330	5.7	7	.1	1		16	.3	5,464	93.9
GS-14 THRU 15	1,448	17	1.2	5	.3	1	.1	14	1.0	1,411	97.4
GS-16 THRU 18	49									49	100.0
TOTAL WAGE SYSTEMS.....	5,092	1,513	29.7	7	.1			1		3,571	70.1
UP THRU $5,499	3									3	100.0
$ 5,500 THRU $ 6,999	921	556	60.4	1	.1					364	39.5
$ 7,000 THRU $ 7,999	1,212	563	46.5	3	.2			1	.1	645	53.2
$ 8,000 THRU $ 8,999	688	206	29.9	2	.3					480	69.8
$ 9,000 THRU $ 9,999	1,519	143	9.4	1	.1					1,375	90.5
$10,000 THRU $13,999	727	45	6.2							682	93.8
$14,000 THRU $17,999	22									22	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,508	720	28.7	1						1,787	71.3
PFS- 1 THRU 5*	2,090	640	30.6	1						1,449	69.3
PFS- 6 THRU 9	347	74	21.3							273	78.7
PFS-10 THRU 12	63	6	9.5							57	90.5
PFS-13 THRU 16	8									8	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	91	12	13.2					1	1.1	78	85.7
UP THRU $6,499	37	9	24.3							28	75.7
$ 6,500 THRU $ 9,999	11	3	27.3							8	72.7
$10,000 THRU $13,999	5									5	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	35							1	2.9	34	97.1

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-53

STANDARD METROPOLITAN STATISTICAL AREA
EL PASO, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,614	239	3.1	3,311	43.5	12	.2	45	.6	4,007	52.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,286	124	2.9	1,203	28.1	5	.1	22	.5	2,932	68.4
GS- 1 THRU 4	1,690	56	3.9	626	37.0	2	.1	12	.7	984	58.2
GS- 5 THRU 8	1,378	39	2.8	408	29.6	2	.1	8	.6	921	66.8
GS- 9 THRU 11	916	15	1.6	142	15.5	1	.1	1	.1	757	82.6
GS-12 THRU 13	268	4	1.5	25	9.3			1	.4	238	88.8
GS-14 THRU 15	34			2	5.9					32	94.1
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	2,406	94	3.9	1,549	64.4	6	.2	15	.6	74	30.8
UP THRU $5,499	303	24	7.9	256	84.5			1	.3	22	7.3
$ 5,500 THRU $ 6,999	612	32	5.2	450	73.5	1	.2	1	.2	128	20.9
$ 7,000 THRU $ 7,999	541	27	5.0	369	68.2	1	.2	5	.9	139	25.7
$ 8,000 THRU $ 8,999	479	6	1.3	323	67.4	2	.4	5	1.0	143	29.9
$ 9,000 THRU $ 9,999	323	4	1.2	118	36.5	2	.6	2	.6	197	61.0
$10,000 THRU $13,999	142	1	.7	33	23.2			1	.7	107	75.4
$14,000 THRU $17,999	6									6	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	900	21	2.3	550	61.1	1	.1	8	.9	320	35.6
PFS- 1 THRU 5*	749	18	2.4	474	63.3			6	.8	251	33.5
PFS- 6 THRU 9	130	3	2.3	71	54.6	1	.8	2	1.5	53	40.8
PFS-10 THRU 12	16			5	31.3					11	68.8
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	22			9	40.9					13	59.1
UP THRU $6,499	10			6	60.0					4	40.0
$ 6,500 THRU $ 9,999	7			2	28.6					5	71.4
$10,000 THRU $13,999	3			1	33.3					2	66.7
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
FRESNO, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,946	121	4.1	285	9.7	25	.8	64	2.2	2,451	83.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,318	54	4.1	68	5.2	6	.5	28	2.1	1,162	88.2
GS- 1 THRU 4	217	30	13.8	29	13.4	1	.5	5	2.3	152	70.0
GS- 5 THRU 8	480	15	3.1	30	6.3	2	.4	9	1.9	424	88.3
GS- 9 THRU 11	432	7	1.6	5	1.2	3	.7	9	2.1	408	94.4
GS-12 THRU 13	155	2	1.3	3	1.9			2	1.3	148	95.5
GS-14 THRU 15	33			1	3.0			3	9.1	29	87.9
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	518	21	4.1	61	11.8	13	2.5	6	1.2	417	80.5
UP THRU $5,499	17	2	11.8	8	47.1					7	41.2
$ 5,500 THRU $ 6,999	114	16	14.0	19	16.7	1	.9	3	2.6	75	65.8
$ 7,000 THRU $ 7,999	94	2	2.1	8	8.5	5	5.3	1	1.1	78	83.0
$ 8,000 THRU $ 8,999	129	1	.8	13	10.1	5	3.9			110	85.3
$ 9,000 THRU $ 9,999	123			11	8.9	1	.8	2	1.6	10	88.6
$10,000 THRU $13,999	41			2	4.9	1	2.4			3	92.7
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,088	45	4.1	154	14.2	6	.6	29	2.7	854	78.5
PFS- 1 THRU 5*	952	44	4.6	149	15.7	6	.6	26	2.7	727	76.4
PFS- 6 THRU 9	105	1	1.0	5	4.8			3	2.9	96	91.4
PFS-10 THRU 12	26									26	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	22	1	4.5	2	9.1			1	4.5	18	81.8
UP THRU $6,499	11	1	9.1	1	9.1			1	9.1	8	72.7
$ 6,500 THRU $ 9,999	10			1	10.0					9	90.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

591 612

STANDARD METROPOLITAN STATISTICAL AREA
HARRISBURG, PENNSYLVANIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,574	812	9.5	12	.1			15	.2	7,735	90.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,057	307	6.1	7	.1			14	.3	4,729	93.5
GS- 1 THRU 4	1,347	177	13.1	3	.2					1,167	86.6
GS- 5 THRU 8	1,173	83	7.1	2	.2			2	.2	1,086	92.6
GS- 9 THRU 11	1,723	34	2.0	2	.1			8	.5	1,679	97.4
GS-12 THRU 13	724	13	1.8					4	.6	707	97.7
GS-14 THRU 15	90									90	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	1,547	257	16.6	3	.2					1,287	83.2
UP THRU $5,499	51	25	49.0							26	51.0
$ 5,500 THRU $ 6,999	902	200	22.2							702	77.8
$ 7,000 THRU $ 7,999	428	19	4.4	1	.2					408	95.3
$ 8,000 THRU $ 8,999	70	9	12.9							61	87.1
$ 9,000 THRU $ 9,999	54	4	7.4							50	92.6
$10,000 THRU $13,999	41			2	4.9					39	95.1
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,955	248	12.7	2	.1			1	.1	1,704	87.2
PFS- 1 THRU 5*	1,651	234	14.2	1	.1			1	.1	1,415	85.7
PFS- 6 THRU 9	260	13	5.0	1	.4					246	94.6
PFS-10 THRU 12	37	1	2.7							36	97.3
PFS-13 THRU 16	7									7	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	15									15	100.0
UP THRU $6,499	8									8	100.0
$ 6,500 THRU $ 9,999	6									6	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

397-650 O - 70 - 40

593

613

TABLE 4-56

STANDARD METROPOLITAN STATISTICAL AREA
HARTFORD, CONNECTICUT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,875	482	9.9	13	.3	1		3	.1	4,376	89.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,967	71	3.6	5	.3	1	.1	2	.1	1,888	96.0
GS- 1 THRU 4	390	45	11.5	4	1.0			2	.5	339	86.9
GS- 5 THRU 8	461	20	4.3							441	95.7
GS- 9 THRU 11	671	4	.6			1	.1			666	99.3
GS-12 THRU 13	375	1	.3	1	.3					373	99.5
GS-14 THRU 15	68	1	1.5							67	98.5
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	277	32	11.6	1	.4			1	.4	243	87.7
UP THRU $5,499	6	4	66.7							2	33.3
$ 5,500 THRU $ 6,999	89	23	25.8	1	1.1					65	73.0
$ 7,000 THRU $ 7,999	67	3	4.5							64	95.5
$ 8,000 THRU $ 8,999	78	1	1.3					1	1.3	76	97.4
$ 9,000 THRU $ 9,999	12	1	8.3							11	91.7
$10,000 THRU $13,999	25									25	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,577	377	14.6	7	.3					2,193	85.1
PFS- 1 THRU 5*	2,302	340	14.8	7	.3					1,955	84.9
PFS- 6 THRU 9	218	37	17.0							181	83.0
PFS-10 THRU 12	49									49	100.0
PFS-13 THRU 16	7									7	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	54	2	3.7							52	96.3
UP THRU $6,499	18	2	11.1							16	88.9
$ 6,500 THRU $ 9,999	15									15	100.0
$10,000 THRU $13,999	13									13	100.0
$14,000 THRU $17,999	5									5	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

593

STANDARD METROPOLITAN STATISTICAL AREA
JERSEY CITY, NEW JERSEY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9,551	1,156	29.8	14	2.6	1		3	.1	4,247	76.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,202	181	15.1	1	1.0					1,009	83.9
GS- 1 THRU 4	384	65	16.9		.3					318	82.8
GS- 5 THRU 8	525	96	18.3	1	1.9					419	79.8
GS- 9 THRU 11	237	15	6.3							222	93.7
GS-12 THRU 13	51	5	9.8		2.0					45	88.2
GS-14 THRU 15	5									5	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	1,073	211	19.7	2	1.9			1	.1	841	78.4
UP THRU $5,499	2									2	100.0
$ 5,500 THRU $ 6,999	335	106	31.6		2.1					222	66.3
$ 7,000 THRU $ 7,999	410	71	17.3		1.0			1	.2	334	81.5
$ 8,000 THRU $ 8,999	199	24	12.1		2.5					170	85.4
$ 9,000 THRU $ 9,999	43	6	14.0		4.7					35	81.4
$10,000 THRU $13,999	81	4	4.9		2.5					75	92.6
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,259	763	23.4	11	3.4	1		2	.1	2,381	73.1
PFS- 1 THRU 5*	2,835	705	24.9	10	3.7	1		2	.1	2,021	71.3
PFS- 6 THRU 9	365	56	15.3		1.6					303	83.0
PFS-10 THRU 12	46	2	4.3							44	95.7
PFS-13 THRU 16	13									13	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	17	1	5.9							16	94.1
UP THRU $5,499	8	1	12.5							7	87.5
$ 6,500 THRU $ 9,999	9									9	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-58

STANDARD METROPOLITAN STATISTICAL AREA
MILWAUKEE, WISCONSIN

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	10,363	1,088	10.5	55	.5	16	.2	18	.2	9,186	88.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,705	282	7.6	21	.6	5	.1	12	.3	3,385	91.4
GS- 1 THRU 4	1,008	190	18.8	3	.3	3	.3	3	.3	809	80.3
GS- 5 THRU 8	1,165	64	5.5	9	.8	1	.1	2	.2	1,089	93.5
GS- 9 THRU 11	852	23	2.7	4	.5	1	.1	4	.5	820	96.2
GS-12 THRU 13	494	3	.6					1	.2	490	99.2
GS-14 THRU 15	183	2	1.1	5	2.7			2	1.1	174	95.1
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	1,118	217	19.4	5	.4	2	.2			894	80.0
UP THRU $5,499	6	4	66.7								
$ 5,500 THRU $ 6,999	359	171	47.6	2	.6	2	.6			2	33.3
$ 7,000 THRU $ 7,999	150	16	10.7	1	.7					184	51.3
$ 8,000 THRU $ 8,999	335	17	5.1	1	.3					133	88.7
$ 9,000 THRU $ 9,999	188	8	4.3	1	.5					317	94.6
$10,000 THRU $13,999	80	1	1.3							179	95.2
$14,000 THRU $17,999										79	98.8
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	5,454	583	10.7	28	.5	7	.1	5	.1	4,831	88.6
PFS- 1 THRU 5*	4,894	551	11.3	28	.6	7	.1	4	.1	4,304	87.9
PFS- 6 THRU 9	442	30	6.8					1	.2	411	93.0
PFS-10 THRU 12	103	2	1.9							101	98.1
PFS-13 THRU 16	14									14	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	86	6	7.0	1	1.2	2	2.3	1	1.2	76	88.4
UP THRU $6,499	55	6	10.9	1	1.8	1	1.8			47	85.5
$ 6,500 THRU $ 9,999	21					1	4.8	1	4.8	19	90.5
$10,000 THRU $13,999	7									7	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-59

STANDARD METROPOLITAN STATISTICAL AREA
OGDEN, UTAH

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,079	106	1.5	254	3.6	19	.3	60	.8	6,640	93.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,136	28	.7	63	1.5	7	.2	41	1.0	3,997	96.6
GS- 1 THRU 4	1,856	16	.9	43	2.3	2	.1	17	.9	1,778	95.8
GS- 5 THRU 8	1,515	9	.6	16	1.1	4	.3	16	1.1	1,470	97.0
GS- 9 THRU 11	493	3	.6	4	.8	1	.2	6	1.2	479	97.2
GS-12 THRU 13	230							2	.9	228	99.1
GS-14 THRU 15	39									39	100.0
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	2,557	71	2.8	180	7.0	12	.5	14	.5	2,280	89.2
UP THRU $5,499	8									8	100.0
$ 5,500 THRU $ 6,999	1,871	59	3.2	159	8.5	9	.5	12	.6	1,632	87.2
$ 7,000 THRU $ 7,999	339	8	2.4	16	4.7	2	.6	1	.3	312	92.0
$ 8,000 THRU $ 8,999	185	2	1.1	3	1.6	1	.5			179	96.8
$ 9,000 THRU $ 9,999	78	1	1.3	2	2.6			1	1.3	74	94.9
$10,000 THRU $13,999	75	1	1.3							74	98.7
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	382	7	1.8	11	2.9			5	1.3	359	94.0
PFS- 1 THRU 5*	315	7	2.2	11	3.5			5	1.6	292	92.7
PFS- 6 THRU 9	60									60	100.0
PFS-10 THRU 12	7									7	100.0
PFS-13 THRU 16											
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	4									4	100.0
UP THRU $6,499	3									3	100.0
$ 6,500 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-60

STANDARD METROPOLITAN STATISTICAL AREA
OKLAHOMA CITY, OKLAHOMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	33,411	2,767	8.3	203	.6	1,075	3.2	18	.1	29,348	87.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	15,857	679	4.3	103	.6	490	3.1	13	.1	14,572	91.9
GS- 1 THRU 4	3,627	316	8.7	23	.6	156	4.3	6	.2	3,126	86.2
GS- 5 THRU 8	4,114	212	5.2	24	.6	137	3.3	1		3,740	90.9
GS- 9 THRU 11	5,400	131	2.4	45	.8	139	2.6	4	.1	5,081	94.1
GS-12 THRU 13	2,346	18	.8	10	.4	50	2.1	2	.1	2,266	96.6
GS-14 THRU 15	358	2	.6	1	.3	8	2.2			347	96.9
GS-16 THRU 18	12									12	100.0
TOTAL WAGE SYSTEMS.....	15,095	1,825	12.1	90	.6	520	3.4	4		12,656	83.8
UP THRU $5,499	386	158	40.9	7	1.8	24	6.2	1	.3	196	50.8
$ 5,500 THRU $ 6,999	6,275	1,069	17.0	27	.4	190	3.0	3		4,986	79.5
$ 7,000 THRU $ 7,999	6,599	547	8.3	49	.7	231	3.5			5,772	87.5
$ 8,000 THRU $ 8,999	939	28	3.0	3	.3	41	4.4			867	92.3
$ 9,000 THRU $ 9,999	430	18	4.2	4	.9	21	4.9			387	90.0
$10,000 THRU $13,999	437	5	1.1			13	3.0			419	95.9
$14,000 THRU $17,999	24									24	100.0
$18,000 AND OVER	5									5	100.0
TOTAL POSTAL FIELD SERVICE.....	2,388	261	10.9	10	.4	52	2.2	1		2,064	86.4
PFS- 1 THRU 5*	2,043	242	11.8	10	.5	42	2.1	1		1,748	85.6
PFS- 6 THRU 9	261	16	6.1			8	3.1			237	90.8
PFS-10 THRU 12	52	2	3.8			1	1.9			49	94.2
PFS-13 THRU 16	23	1	4.3			1	4.3			21	91.3
PFS-17 THRU 19	9									9	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	71	2	2.8			13	18.3			56	78.9
UP THRU $6,499	26	1	3.8			11	42.3			14	53.8
$ 6,500 THRU $ 9,999	21									21	100.0
$10,000 THRU $13,999	7					1	14.3			6	85.7
$14,000 THRU $17,999	12	1	8.3			1	8.3			10	83.3
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	4									4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-61

STANDARD METROPOLITAN STATISTICAL AREA
OMAHA, NEBRASKA-IOWA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,077	566	8.0	60	.8	14	.2	14	.2	6,423	90.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,722	198	5.3	21	.6	7	.2	12	.3	3,484	93.6
GS- 1 THRU 4	809	103	12.7	5	.6	2	.2			699	86.4
GS- 5 THRU 8	1,062	59	5.6	11	1.0	1	.1	3	.3	988	93.0
GS- 9 THRU 11	875	28	3.2	4	.5	2	.2	6	.7	835	95.4
GS-12 THRU 13	796	8	1.0			2	.3	1	.1	785	98.6
GS-14 THRU 15	172			1	.6			2	1.2	169	98.3
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	961	197	20.5	15	1.6	1	.1			748	77.8
UP THRU $5,499	71	40	56.3							31	43.7
$ 5,500 THRU $ 6,999	370	135	36.5	9	2.4					226	61.1
$ 7,000 THRU $ 7,999	392	20	5.1	4	1.0					368	93.9
$ 8,000 THRU $ 8,999	57	1	1.8	1	1.8					55	96.5
$ 9,000 THRU $ 9,999	41	1	2.4	1	2.4	1	2.4			38	92.7
$10,000 THRU $13,999	30									30	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,349	169	7.2	24	1.0	6	.3	2	.1	2,148	91.4
PFS- 1 THRU 5*	1,898	140	7.4	19	1.0	5	.3	2	.1	1,732	91.3
PFS- 6 THRU 9	399	29	7.3	5	1.3	1	.3			364	91.2
PFS-10 THRU 12	43									43	100.0
PFS-13 THRU 16	8									8	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	45	2	4.4							43	95.6
UP THRU $5,499	19	1	5.3							18	94.7
$ 6,500 THRU $ 9,999	7	1	14.3							6	85.7
$10,000 THRU $13,999	11									11	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-62

STANDARD METROPOLITAN STATISTICAL AREA
PENSACOLA, FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9,036	972	10.8	40	.4	23	.3	6	.1	7,995	88.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,125	81	2.6	11	.4	6	.2	1		3,026	96.8
GS- 1 THRU 4	1,255	68	5.4	5	.4	3	.2			1,179	93.9
GS- 5 THRU 8	883	9	1.0	4	.5	1	.1			869	98.4
GS- 9 THRU 11	726	3	.4	1	.1	1	.1			721	99.3
GS-12 THRU 13	223	1	.4	1	.4					221	99.1
GS-14 THRU 15	34					1	2.9	1	2.9	32	94.1
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	5,400	850	15.7	29	.5	17	.3	5	.1	4,499	83.3
UP THRU $5,499	292	143	49.0	2	.7					147	50.3
$ 5,500 THRU $ 6,999	890	337	37.9	2	.2	3	.3	1	.1	547	61.5
$ 7,000 THRU $ 7,999	1,310	223	17.0	2	.2	8	.6	4	.3	1,073	81.9
$ 8,000 THRU $ 8,999	1,966	127	6.5	16	.8	5	.3			1,818	92.5
$ 9,000 THRU $ 9,999	382	15	3.9	5	1.3	1	.3			361	94.5
$10,000 THRU $13,999	537	5	.9	2	.4					530	98.7
$14,000 THRU $17,999	20									20	100.0
$18,000 AND OVER	3									3	100.0
TOTAL POSTAL FIELD SERVICE.....	499	40	8.0							459	92.0
PFS- 1 THRU 5*	409	35	8.6							374	91.4
PFS- 6 THRU 9	77	5	6.5							72	93.5
PFS-10 THRU 12	10									10	100.0
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	12	1	8.3							11	91.7
UP THRU $6,499	5									5	100.0
$ 6,500 THRU $ 9,999	2	1	50.0							1	50.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
PHOENIX, ARIZONA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,879	258	2.9	640	7.2	300	3.4	39	.4	7,642	86.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,091	77	1.9	149	3.6	225	5.5	23	.6	3,617	88.4
GS- 1 THRU 4	1,070	30	2.8	51	4.8	132	12.3	5	.5	852	79.6
GS- 5 THRU 8	1,220	21	1.7	55	4.5	58	4.8	6	.5	1,080	88.5
GS- 9 THRU 11	1,059	22	2.1	31	2.9	23	2.2	8	.8	975	92.1
GS-12 THRU 13	603	4	.7	11	1.8	7	1.2	3	.5	578	95.9
GS-14 THRU 15	136			1	.7	5	3.7	1	.7	129	94.9
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	1,657	67	4.0	219	13.2	66	4.0	5	.3	1,300	78.5
UP THRU $5,499	82	15	18.3	24	29.3	11	13.4			32	39.0
$ 5,500 THRU $ 6,999	296	30	10.1	55	18.6	33	11.1	3	1.0	175	59.1
$ 7,000 THRU $ 7,999	309	8	2.6	46	14.9	11	3.6			244	79.0
$ 8,000 THRU $ 8,999	634	12	1.9	71	11.2	8	1.3	1	.2	542	85.5
$ 9,000 THRU $ 9,999	213	1	.5	21	9.9	2	.9	1	.5	188	88.3
$10,000 THRU $13,999	123	1	.8	2	1.6	1	.8			119	96.7
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,997	110	3.7	270	9.0	9	.3	8	.3	2,600	86.8
PFS- 1 THRU 5*	2,536	99	3.9	248	9.8	9	.4	8	.3	2,172	85.6
PFS- 6 THRU 9	384	11	2.9	20	5.2					353	91.9
PFS-10 THRU 12	64			1	1.6					63	98.4
PFS-13 THRU 16	12			1	8.3					11	91.7
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	134	4	3.0	2	1.5			3	2.2	125	93.3
UP THRU $6,499	28	1	3.6							27	96.4
$ 6,500 THRU $ 9,999	60	2	3.3	2	3.3			1	1.7	55	91.7
$10,000 THRU $13,999	16	1	6.3					2	12.5	13	81.3
$14,000 THRU $17,999	25									25	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-64

STANDARD METROPOLITAN STATISTICAL AREA
PORTLAND, OREGON-WASHINGTON

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,964	442	3.4	42	.3	63	.5	176	1.4	12,241	94.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,542	178	2.4	20	.3	52	.7	107	1.4	7,185	95.3
GS- 1 THRU 4	1,487	93	6.3	3	.2	13	.9	14	.9	1,364	91.7
GS- 5 THRU 8	2,149	53	2.5	10	.5	22	1.0	37	1.7	2,027	94.3
GS- 9 THRU 11	1,886	25	1.3	5	.3	7	.4	23	1.2	1,826	96.8
GS-12 THRU 13	1,603	6	.4	1	.1	8	.5	26	1.6	1,562	97.4
GS-14 THRU 15	402	1	.2	1	.2	2	.5	7	1.7	391	97.3
GS-16 THRU 18	15									15	100.0
TOTAL WAGE SYSTEMS.....	1,861	120	6.4	10	.5	3	.2	9	.5	1,719	92.4
UP THRU $5,499	2	1	50.0							1	50.0
$ 5,500 THRU $ 6,999	291	54	18.6	2	.7	1	.3	1	.3	233	80.1
$ 7,000 THRU $ 7,999	202	23	11.4	4	2.0			1	.5	174	86.1
$ 8,000 THRU $ 8,999	327	24	7.3	1	.3			2	.6	300	91.7
$ 9,000 THRU $ 9,999	350	10	2.9	1	.3	2	.6	2	.6	335	95.7
$10,000 THRU $13,999	651	8	1.2	2	.3			3	.5	638	98.0
$14,000 THRU $17,999	33									33	100.0
$18,000 AND OVER	5									5	100.0
TOTAL POSTAL FIELD SERVICE.....	3,478	143	4.1	11	.3	8	.2	58	1.7	3,258	93.7
PFS- 1 THRU 5*	2,907	127	4.4	10	.3	8	.3	42	1.4	2,720	93.6
PFS- 6 THRU 9	490	14	2.9	1	.2			16	3.3	459	93.7
PFS-10 THRU 12	68	1	1.5							67	98.5
PFS-13 THRU 16	12	1	8.3							11	91.7
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	83	1	1.2	1	1.2			2	2.4	79	95.2
UP THRU $6,499	31			1	3.2					30	96.8
$ 6,500 THRU $ 9,999	28							1	3.6	27	96.4
$10,000 THRU $13,999	9									9	100.0
$14,000 THRU $17,999	5							1	20.0	4	80.0
$18,000 THRU $25,999	7	1	14.3							6	85.7
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
PROVIDENCE-PAWTUCKET-WARRICK,RHODE ISLAND-MASSACHUSETTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,911	167	3.4	7	.1	1	—	7	.1	4,729	96.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,597	50	3.1	5	.3	1	.1	4	.3	1,537	96.2
GS- 1 THRU 4	310	18	5.8	1	.3	1	.3			290	93.5
GS- 5 THRU 8	524	15	2.9	1	.2			2	.4	506	96.6
GS- 9 THRU 11	493	11	2.2	1	.2					481	97.6
GS-12 THRU 13	206	4	1.9					1	.5	201	97.6
GS-14 THRU 15	61	2	3.3	2	3.3					57	93.4
GS-16 THRU 18	3							1	33.3	2	66.7
TOTAL WAGE SYSTEMS.....	374	27	7.2	1	.3			2	.5	344	92.0
UP THRU $5,499	65	12	18.5	1	1.5			1	1.5	51	78.5
$ 5,500 THRU $ 6,999	122	11	9.0					1	.8	110	90.2
$ 7,000 THRU $ 7,999	148	4	2.7							144	97.3
$ 8,000 THRU $ 8,999	12									12	100.0
$ 9,000 THRU $ 9,999	20									20	100.0
$10,000 THRU $13,999	7									7	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,883	90	3.1	1				1		2,791	96.8
PFS- 1 THRU 5*	2,450	73	3.0	1				1		2,375	96.9
PFS- 6 THRU 9	362	15	4.1							347	95.9
PFS-10 THRU 12	60	2	3.3							58	96.7
PFS-13 THRU 16	10									10	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	57									57	100.0
UP THRU $6,499	25									25	100.0
$ 6,500 THRU $ 9,999	20									20	100.0
$10,000 THRU $13,999	5									5	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-66

STANDARD METROPOLITAN STATISTICAL AREA
RICHMOND, VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,265	2,839	34.3	10	.1	3		11	.1	5,402	65.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,008	919	18.4	10	.2	3	.1	9	.2	4,067	81.2
GS- 1 THRU 4	1,433	601	41.9	3	.2	1	.1			828	57.8
GS- 5 THRU 8	1,495	209	14.0	3	.2	1	.1	2	.1	1,280	85.6
GS- 9 THRU 11	1,349	101	7.5	1	.1	1	.1	3	.2	1,243	92.1
GS-12 THRU 13	574	8	1.4	1	.2			3	.5	562	97.9
GS-14 THRU 15	151			2	1.3			1	.7	148	98.0
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	1,398	852	60.9					1	.1	545	39.0
UP THRU $5,499	385	334	86.8							51	13.2
$ 5,500 THRU $ 6,999	520	404	77.7					1	.2	115	22.1
$ 7,000 THRU $ 7,999	280	91	32.5							189	67.5
$ 8,000 THRU $ 8,999	139	19	13.7							120	86.3
$ 9,000 THRU $ 9,999	35	3	8.6							32	91.4
$10,000 THRU $13,999	38	1	2.6							37	97.4
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,820	1,056	58.0					1	.1	763	41.9
PFS- 1 THRU 5*	1,502	949	63.2							553	36.8
PFS- 6 THRU 9	270	106	39.3					1	.4	163	60.4
PFS-10 THRU 12	42	1	2.4							41	97.6
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	39	12	30.8							27	69.2
UP THRU $6,499	24	11	45.8							13	54.2
$ 6,500 THRU $ 9,999	9	1	11.1							8	88.9
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-67

STANDARD METROPOLITAN STATISTICAL AREA
SACRAMENTO, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	28,919	2,131	7.4	1,264	4.4	114	.4	887	3.1	24,523	84.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,539	560	4.1	330	2.4	50	.4	340	2.5	12,259	90.5
GS- 1 THRU 4	3,203	253	7.9	126	3.9	15	.5	76	2.4	2,733	85.3
GS- 5 THRU 8	3,329	161	4.8	80	2.4	19	.6	98	2.9	2,971	89.2
GS- 9 THRU 11	5,057	127	2.5	105	2.1	14	.3	129	2.6	4,682	92.6
GS-12 THRU 13	1,757	19	1.1	18	1.0	1	.1	37	2.1	1,682	95.7
GS-14 THRU 15	190			1	.5	1	.5			188	98.9
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	12,433	1,314	10.6	758	6.1	53	.4	408	3.3	9,900	79.6
UP THRU $5,499	5	2	40.0							3	60.0
$ 5,500 THRU $ 6,999	1,523	262	17.2	125	8.2	7	.5	44	2.9	1,085	71.2
$ 7,000 THRU $ 7,999	3,242	547	16.9	240	7.4	11	.3	95	2.9	2,349	72.5
$ 8,000 THRU $ 8,999	5,363	401	7.5	314	5.9	28	.5	205	3.8	4,415	82.3
$ 9,000 THRU $ 9,999	1,434	87	6.1	47	3.3	3	.2	51	3.6	1,246	86.9
$10,000 THRU $13,999	821	15	1.8	31	3.8	4	.5	13	1.6	758	92.3
$14,000 THRU $17,999	44			1	2.3					43	97.7
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	2,904	256	8.8	174	6.0	11	.4	139	4.8	2,324	80.0
PFS- 1 THRU 5*	2,388	230	9.6	152	6.4	10	.4	102	4.3	1,894	79.3
PFS- 6 THRU 9	437	24	5.5	19	4.3	1	.2	36	8.2	357	81.7
PFS-10 THRU 12	70	2	2.9	2	2.9					66	94.3
PFS-13 THRU 16	8			1	12.5			1	12.5	6	75.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	43	1	2.3	2	4.7					40	93.0
UP THRU $6,499	16	1	6.3							15	93.8
$ 6,500 THRU $ 9,999	22			1	4.5					21	95.5
$10,000 THRU $13,999	3			1	33.3					2	66.7
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-68

STANDARD METROPOLITAN STATISTICAL AREA
SALT LAKE CITY,UTAH

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	23,457	255	1.1	768	3.3	49	.2	214	.9	22,171	94.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,924	99	.8	211	1.6	23	.2	147	1.1	12,444	96.3
GS- 1 THRU 4	2,442	44	1.8	80	3.3	8	.3	31	1.3	2,279	93.3
GS- 5 THRU 8	3,118	20	.6	75	2.4	7	.2	37	1.2	2,979	95.5
GS- 9 THRU 11	5,063	30	.6	46	.9	7	.1	62	1.2	4,918	97.1
GS-12 THRU 13	2,021	5	.2	10	.5	1		16	.8	1,989	98.4
GS-14 THRU 15	272							1	.4	271	99.6
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	8,936	142	1.6	528	5.9	25	.3	57	.6	8,184	91.6
UP THRU $5,499	10	1	10.0	2	20.0					7	70.0
$ 5,500 THRU $ 6,999	1,821	54	3.0	216	11.9	7	.4	17	.9	1,527	83.9
$ 7,000 THRU $ 7,999	3,159	62	2.0	170	5.4	11	.3	10	.3	2,906	92.0
$ 8,000 THRU $ 8,999	3,149	23	.7	121	3.8	7	.2	23	.7	2,975	94.5
$ 9,000 THRU $ 9,999	257	1	.4	10	3.9			5	1.9	241	93.8
$10,000 THRU $13,999	506	1	.2	9	1.8			2	.4	494	97.6
$14,000 THRU $17,999	30									30	100.0
$18,000 AND OVER	4									4	100.0
TOTAL POSTAL FIELD SERVICE.....	1,546	13	.8	28	1.8	1	.1	10	.6	1,494	96.6
PFS- 1 THRU 5*	1,307	13	1.0	28	2.1	1	.1	9	.7	1,256	96.1
PFS- 6 THRU 9	200							1	.5	199	99.5
PFS-10 THRU 12	33									33	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	51	1	2.0	1	2.0					49	96.1
UP THRU $6,499	24	1	4.2							23	95.8
$ 6,500 THRU $ 9,999	16			1	6.3					15	93.8
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
SAN BERNARDINO-RIVERSIDE-ONTARIO, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

POST OFFICES	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL POST OFFICES	14,128	829	5.9	1,654	11.7	166	1.2	66	.5	11,409	80.8
TOTAL GENERAL SCHEDULE											
EMPLOYMENT	9,338	229	3.9	371	5.9	91	1.4	38	.6	9,609	88.5
EAS- 1 THRU 4	1,658	89	5.4	164	10.0	53	3.2	11	.7	1,321	80.6
EAS- 5 THRU 8	1,993	81	4.1	134	6.8	29	1.5	10	.5	1,738	87.3
EAS- 9 THRU 11	1,499	40	2.7	58	3.9	10	.7	11	.7	1,380	92.1
EAS-12 THRU 13	1,059	15	1.4	13	1.2	3	.3	6	.6	1,019	96.5
EAS-14 THRU 15	149	1	.7							144	99.3
EAS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS	4,790	434	9.1	1,022	21.4	73	1.5	23	.5	3,239	67.6
UP THRU $5,000	40	1	2.5	3	7.5					36	90.0
$ 5,001 THRU $ 6,000	656	117	17.8	183	27.9	11	1.7	9	.8	340	51.8
$ 7,001 THRU $ 7,999	1,344	131	9.7	358	26.6	28	2.1	6	.4	821	61.1
$ 8,001 THRU $ 8,999	1,283	119	9.3	293	22.8	23	1.8	8	.6	849	66.1
$ 9,000 THRU $ 9,999	930	98	9.5	124	13.3	8	1.0	2	.3	696	77.0
$10,000 THRU $10,999	413	20	5.3	37	9.3	3	.9	2	.3	331	88.6
$11,000 THRU $17,999	40			4	10.0					36	90.0
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE	2,998	184	6.0	298	8.7	5	.2	5	.2	2,942	85.4
PFS- 1 THRU 04	2,494	154	6.2	230	9.1	5	.2	4	.2	2,091	80.2
PFS- 5 THRU 9	431	14	3.5	29	6.2			1	.2	361	90.0
PFS-10 THRU 12	89			3	3.9					83	96.5
PFS-13 THRU 14	7									7	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER POST SYSTEMS	32	1	3.1	3	9.4					28	87.5
UP THRU $4,999	15	1	6.7							14	93.3
$ 5,001 THRU $ 9,999	16			2	12.5					13	81.3
$10,000 THRU $11,999											
$12,000 THRU $17,999											
$18,000 THRU $21,999											
$22,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-70

STANDARD METROPOLITAN STATISTICAL AREA
SAN DIEGO, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	29,986	2,354	7.9	1,820	6.1	123	.4	828	2.8	24,861	82.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,377	474	3.5	402	3.0	54	.4	313	2.3	12,134	90.7
GS- 1 THRU 4	4,324	270	6.2	162	3.7	15	.3	137	3.2	3,740	86.5
GS- 5 THRU 8	3,266	115	3.5	110	3.4	15	.5	72	2.2	2,954	90.4
GS- 9 THRU 11	3,433	61	1.8	97	2.8	18	.5	67	2.0	3,190	92.9
GS-12 THRU 13	2,008	26	1.3	29	1.4	5	.2	33	1.6	1,915	95.4
GS-14 THRU 15	340	2	.6	4	1.2	1	.3	4	1.2	329	96.8
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	12,456	1,596	12.8	1,261	10.1	58	.5	451	3.6	9,090	73.0
UP THRU $5,000	181	21	11.6	36	19.9	3	1.7	21	11.6	100	55.2
$ 5,000 THRU $ 6,000	2,044	451	23.5	198	9.7	11	.5	237	11.6	1,117	54.6
$ 7,000 THRU $ 7,000	3,983	686	17.2	501	12.6	16	.4	113	2.8	2,667	67.0
$ 8,000 THRU $ 8,000	4,605	368	8.0	448	9.7	25	.5	72	1.6	3,692	80.2
$ 9,000 THRU $ 9,000	607	21	3.5	40	6.6	3	.5	3	.5	540	89.0
$10,000 THRU $13,000	995	19	1.9	37	3.7			5	.5	934	93.9
$14,000 THRU $17,000	39			1	2.9					34	97.1
$18,000 AND OVER	6									6	100.0
TOTAL POSTAL FIELD SERVICE.....	4,095	283	6.9	156	3.8	10	.2	64	1.6	3,582	87.5
PFS- 1 THRU 5*	3,460	251	7.3	132	3.8	8	.2	59	1.7	3,010	87.0
PFS- 6 THRU 9	528	31	5.9	23	4.4	2	.4	4	.8	468	88.6
PFS-10 THRU 12	96	1	1.1	1	1.1			1	1.1	91	96.8
PFS-13 THRU 16	12									12	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	58	1	1.7	1	1.7	1	1.7			55	94.8
UP THRU $6,000	19	1	5.3	1	5.3					17	89.5
$ 6,000 THRU $ 9,000	25					1	4.0			24	96.0
$10,000 THRU $13,000	4									4	100.0
$14,000 THRU $17,000	2									2	100.0
$19,000 THRU $25,000											
$26,000 AND OVER	8									8	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-71

STANDARD METROPOLITAN STATISTICAL AREA
SAN JOSE, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,475	549	6.5	602	7.1	37	.4	375	4.4	6,912	81.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,522	228	5.7	121	3.0	22	.5	158	3.9	3,493	86.8
GS- 1 THRU 4	651	107	16.4	42	6.5	11	1.7	22	3.4	469	72.0
GS- 5 THRU 8	892	85	9.5	36	4.0	4	.4	38	4.3	729	81.7
GS- 9 THRU 11	1,041	27	2.6	26	2.5	4	.4	40	3.8	944	90.7
GS-12 THRU 13	997	7	.7	11	1.1	2	.2	41	4.1	936	93.9
GS-14 THRU 15	415	2	.5	6	1.4	1	.2	17	4.1	389	93.7
GS-16 THRU 18	26									26	100.0
TOTAL WAGE SYSTEMS.....	944	145	15.4	111	11.8	5	.5	35	3.7	648	68.6
UP THRU $3,000	1									1	100.0
$ 5,000 THRU $ 6,999	129	55	42.6	24	18.6	1	.8	9	7.0	40	31.0
$ 7,000 THRU $ 7,999	160	56	35.0	20	12.5	1	.6	5	3.1	78	48.8
$ 8,000 THRU $ 8,999	146	19	13.0	23	15.8			6	4.1	98	67.1
$ 9,000 THRU $ 9,999	336	8	2.4	27	8.0	2	.6	12	3.6	287	85.4
$10,000 THRU $13,999	163	7	4.3	15	9.2	1	.6	3	1.8	137	84.0
$14,000 THRU $17,999	9			2	22.2					7	77.8
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,414	168	4.9	368	10.8	10	.3	178	5.2	2,690	78.8
PFS- 1 THRU 5*	2,899	159	5.5	311	10.7	10	.3	136	4.7	2,283	78.8
PFS- 6 THRU 9	441	8	1.8	49	11.1			38	8.6	346	78.5
PFS-10 THRU 12	59	1	1.7	5	8.5			4	6.8	49	83.1
PFS-13 THRU 16	14			3	21.4					11	78.6
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	95	8	8.4	2	2.1			4	4.2	81	85.3
UP THRU $4,999	41	8	19.5	1	2.4			3	7.3	29	70.7
$ 4,000 THRU $ 9,999	27			1	3.7			1	3.7	25	92.6
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	23									23	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-72

STANDARD METROPOLITAN STATISTICAL AREA
SEATTLE-EVERETT, WASHINGTON

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	15,497	1,094	7.1	70	.5	110	.7	609	3.9	13,614	87.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,376	283	3.8	24	.3	53	.7	220	3.0	6,796	92.1
GS- 1 THRU 4	1,582	158	10.0	6	.4	21	1.3	53	3.4	1,344	85.0
GS- 5 THRU 8	1,946	75	3.9	8	.4	14	.7	79	4.1	1,770	91.0
GS- 9 THRU 11	2,069	29	1.4	7	.3	11	.5	52	2.5	1,970	95.2
GS-12 THRU 13	1,473	19	1.3	3	.2	7	.5	32	2.2	1,412	95.9
GS-14 THRU 15	297	2	.7					4	1.3	291	98.0
GS-16 THRU 18	9									9	100.0
TOTAL WAGE SYSTEMS.....	1,918	215	11.2	14	.7	17	.9	111	5.8	1,561	81.4
UP THRU $5,499	118	5	4.2	1	.8			38	32.2	74	62.7
$ 5,500 THRU $ 6,999	328	60	18.3	4	1.2	4	1.2	37	11.3	223	68.0
$ 7,000 THRU $ 7,999	402	81	20.1	4	1.0	6	1.5	23	5.7	288	71.6
$ 8,000 THRU $ 8,999	412	38	9.2	4	1.0	4	1.0	8	1.9	358	86.9
$ 9,000 THRU $ 9,999	302	14	4.6			2	.7	4	1.3	282	93.4
$10,000 THRU $13,999	315	17	5.4			1	.3	1	.3	296	94.0
$14,000 THRU $17,999	27									27	100.0
$18,000 AND OVER	14			1	7.1					13	92.9
TOTAL POSTAL FIELD SERVICE.....	5,895	591	10.0	32	.5	39	.7	271	4.6	4,962	84.2
PFS- 1 THRU 9*	4,752	497	10.5	26	.5	37	.8	222	4.7	3,970	83.5
PFS- 6 THRU 9	878	88	10.0	6	.7	1	.1	48	5.5	735	83.7
PFS-10 THRU 12	135	2	1.5			1	.7	1	.7	131	97.0
PFS-13 THRU 16	110	4	3.6							106	96.4
PFS-17 THRU 19	18									18	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	308	5	1.6			1	.3	7	2.3	295	95.8
UP THRU $5,499	97	1	1.0					3	3.1	93	95.9
$ 6,500 THRU $ 9,999	123	3	2.4			1	.8	4	3.3	115	93.5
$10,000 THRU $13,999	51									51	100.0
$14,000 THRU $17,999	26	1	3.8							25	96.2
$18,000 THRU $25,999	9									9	100.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-73

STANDARD METROPOLITAN STATISTICAL AREA
SHREVEPORT, LOUISIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,887	377	13.1	15	.5	2	.1	1		2,492	86.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,413	94	6.7	10	.7	2	.1	1	.1	1,306	92.4
GS- 1 THRU 4	431	83	19.3	6	1.4	2	.5			340	78.9
GS- 5 THRU 8	371	9	2.4	3	.8					359	96.8
GS- 9 THRU 11	395	2	.5	1	.3			1	.3	391	99.0
GS-12 THRU 13	166									166	100.0
GS-14 THRU 15	49									49	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	607	204	33.6	3	.5					400	65.9
UP THRU $5,499	164	126	76.8							38	23.2
$ 5,500 THRU $ 6,999	88	51	58.0							37	42.0
$ 7,000 THRU $ 7,999	226	24	10.6	2	.9					200	88.5
$ 8,000 THRU $ 8,999	77	2	2.6	1	1.3					74	96.1
$ 9,000 THRU $ 9,999	12	1	8.3							11	91.7
$10,000 THRU $13,999	40									40	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	836	77	9.2	2	.2					757	90.6
PFS- 1 THRU 5*	658	75	11.4	2	.3					581	88.3
PFS- 6 THRU 9	155	2	1.3							153	98.7
PFS-10 THRU 12	18									18	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	31	2	6.5							29	93.5
UP THRU $5,499	13	2	15.4							11	84.6
$ 6,000 THRU $ 9,999	8									8	100.0
$12,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-74

STANDARD METROPOLITAN STATISTICAL AREA
TACOMA, WASHINGTON

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,193	555	6.8	58	.7	46	.6	145	1.8	7,389	90.2
TOTAL GENERAL SCHEDULE OR EQUIV.....	3,841	196	5.1	30	.8	15	.4	61	1.6	3,539	92.1
GS- 1 THRU 4	1,539	126	8.2	21	1.4	7	.5	30	1.9	1,355	88.0
GS- 5 THRU 8	1,332	56	4.2	9	.7	7	.5	21	1.6	1,239	93.0
GS- 9 THRU 11	690	12	1.7			1	.1	7	1.0	670	97.1
GS-12 THRU 13	240	1	.4					3	1.3	236	98.3
GS-14 THRU 15	38	1	2.6							37	97.4
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	3,308	322	9.7	22	.7	24	.7	76	2.3	2,864	86.6
UP THRU $3,499	14	4	28.6					1	7.1	9	64.3
$ 3,500 THRU $ 5,999	633	142	22.4	10	1.6	2	.3	44	7.0	435	68.7
$ 7,000 THRU $ 7,999	772	107	13.9	5	.6	8	1.0	24	3.1	628	81.3
$ 8,000 THRU $ 8,999	985	48	4.9	7	.7	6	.6	7	.7	917	93.1
$ 9,000 THRU $ 9,999	511	16	3.1			6	1.2			489	95.7
$10,000 THRU $13,999	389	5	1.3			2	.5			382	98.2
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,010	35	3.9	5	.5	7	.7	8	.8	955	94.6
PFS- 1 THRU 5*	831	31	3.7	5	.6	7	.8	8	1.0	780	93.9
PFS- 6 THRU 9	151	4	2.6							147	97.4
PFS-10 THRU 12	24									24	100.0
PFS-13 THRU 16	4									4	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	34	2	5.9	1	2.9					31	91.2
UP THRU $6,499	18	1	5.6	1	5.6					16	88.9
$ 6,500 THRU $ 9,999	12	1	8.3							11	91.7
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-75

STANDARD METROPOLITAN STATISTICAL AREA
TAMPA-ST. PETERSBURG, FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,550	310	4.7	354	5.4	7	.1	1		5,878	89.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,077	93	3.0	60	1.9	2	.1	1		2,921	94.9
GS- 1 THRU 4	882	58	6.6	19	2.2	1	.1			804	91.2
GS- 5 THRU 8	759	20	2.6	13	1.7	1	.1			725	95.5
GS- 9 THRU 11	909	14	1.5	18	2.0					877	96.5
GS-12 THRU 13	391	1	.3	3	.8					387	99.0
GS-14 THRU 15	132			7	5.3			1	.8	124	93.9
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	565	110	19.5	22	3.9					433	76.6
UP THRU $5,499	244	92	37.7	5	2.0					147	60.2
$ 5,500 THRU $ 6,999	151	13	8.6	9	6.0					129	85.4
$ 7,000 THRU $ 7,999	111	5	4.5	4	3.6					102	91.9
$ 8,000 THRU $ 8,999	33			2	6.1					31	93.9
$ 9,000 THRU $ 9,999	14			2	14.3					12	85.7
$10,000 THRU $13,999	12									12	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,853	106	3.7	271	9.5	5	.2			2,471	86.6
PFS- 1 THRU 5*	2,393	101	4.2	238	9.9	5	.2			2,049	85.6
PFS- 6 THRU 9	391	5	1.3	26	6.6					360	92.1
PFS-10 THRU 12	56			6	10.7					50	89.3
PFS-13 THRU 16	12									12	100.0
PFS-17 THRU 19	1			1	100.0						
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	55	1	1.8	1	1.8					53	96.4
UP THRU $5,499	33	1	3.0							32	97.0
$ 6,500 THRU $ 9,999	15			1	6.7					14	93.3
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-76

STANDARD METROPOLITAN STATISTICAL AREA
WICHITA, KANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	3,602	257	7.1	57	1.6	17	.5	9	.2	3,262	90.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,629	75	4.6	12	.7	9	.6	7	.4	1,526	93.7
GS- 1 THRU 4	411	42	10.2	3	.7	5	1.2	4	1.0	357	86.9
GS- 5 THRU 8	461	23	5.0	4	.9	1	.2	1	.2	432	93.7
GS- 9 THRU 11	492	9	1.8	4	.8	3	.6	1	.2	475	96.5
GS-12 THRU 13	220	1	.5							219	99.5
GS-14 THRU 15	43			1	2.3			1	2.3	41	95.3
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	441	66	15.0	10	2.3	2	.5	2	.5	361	81.9
UP THRU $5,499	62	19	30.6	3	4.8			2	3.2	38	61.3
$ 5,500 THRU $ 6,999	94	27	28.7	3	3.2	1	1.1			63	67.0
$ 7,000 THRU $ 7,999	160	18	11.3	4	2.5	1	.6			137	85.6
$ 8,000 THRU $ 8,999	84	1	1.2							83	98.8
$ 9,000 THRU $ 9,999	20									20	100.0
$10,000 THRU $13,999	21	1	4.8							20	95.2
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,504	116	7.7	35	2.3	6	.4			1,347	89.6
PFS- 1 THRU 5*	1,112	97	8.7	32	2.9	6	.5			977	87.9
PFS- 6 THRU 9	234	15	6.4	3	1.3					216	92.3
PFS-10 THRU 12	61	2	3.3							59	96.7
PFS-13 THRU 16	83	2	2.4							81	97.6
PFS-17 THRU 19	12									12	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	28									28	100.0
UP THRU $5,499	13									13	100.0
$ 6,000 THRU $ 9,999	6									6	100.0
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-77

STANDARD METROPOLITAN STATISTICAL AREA
WILMINGTON,DELAWARE-NEW JERSEY-MARYLAND

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,515	806	17.9	14	.3			10	.2	3,685	81.6
TOTAL GENERAL SCHEDULE OR EQUIVALENT.....	2,132	307	14.4	13	.6			10	.5	1,802	84.5
GS- 1 THRU 4	936	220	23.5	1	.1			1	.1	714	76.3
GS- 5 THRU 8	589	66	11.2	1	.2					522	88.6
GS- 9 THRU 11	382	16	4.2	2	.5			2	.5	362	94.8
GS-12 THRU 13	168	5	3.0					1	.6	162	96.4
GS-14 THRU 15	54			9	16.7			6	11.1	39	72.2
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	913	316	34.6	1	.1					596	65.3
UP THRU $9,999	113	59	52.2							54	47.8
$ 5,000 THRU $ 6,999	294	181	61.6							113	38.4
$ 7,000 THRU $ 7,999	167	40	24.0	1	.6					126	75.4
$ 8,000 THRU $ 8,999	228	31	13.6							197	86.4
$ 9,000 THRU $ 9,999	61	3	4.9							58	95.1
$10,000 THRU $13,999	49	2	4.1							47	95.9
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,420	182	12.8							1,238	87.2
PFS- 1 THRU 4*	1,217	167	13.7							1,050	86.3
PFS- 6 THRU 9	168	15	8.9							153	91.1
PFS-10 THRU 12	30									30	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-21 THRU 21											
TOTAL OTHER PAY SYSTEMS	50	1	2.0							49	98.0
UP THRU $6,999	33	1	3.0							32	97.0
$ 8,500 THRU $ 9,999	11									11	100.0
$10,000 THRU $13,999	5									5	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,000	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

INDEX

APPENDIX 5

Table		*Page*
5- 1	*United States Civil Service Regions*	*639*
5- 2	*Federal Employment in 75 Selected Standard Metropolitan Statistical Areas by Minority Group Status, November 30, 1969*	*640*
5- 3	*Total and Minority Employment in 41 Selected Standard Metropolitan Statistical Areas, November 30, 1967 and 1969*	*642*
5- 4	*General Schedule Salary Rates in Effect Prior to, and as of December 28, 1969*	*643*
5- 5	*Postal Field Service Salary Rates in Effect Prior to, and as of December 27, 1969*	*644*

636/637

TABLE 5-1 -- UNITED STATES CIVIL SERVICE REGIONS

Central Office	-- Washington, D. C. Standard Metropolitan Statistical area, which consists of the District of Columbia; in Virginia, Arlington, Fairfax, Loudoun, and Prince William Counties, and Alexandria, Fairfax, and Falls Church Cities; and Montgomery and Prince Georges Counties, Maryland.
Atlanta	-- Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee.
Boston	-- Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.
Chicago	-- Illinois, Indiana, Kentucky, Michigan, Ohio, and Wisconsin.
Dallas	-- Arkansas, Lousiana, Oklahoma, and Texas.
Denver	-- Arizona, Colorado, New Mexico, Utah, and Wyoming.
New York	-- New Jersey, New York, and Virgin Islands.
Philadelphia	-- Delaware, Maryland 1/, Pennsylvania, Virginia 1/, and West Virginia.
St. Louis	-- Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.
San Francisco	-- California and Nevada.
Seattle	-- Alaska, Idaho, Montana, Oregon, and Washington.

1/ Excludes those counties and cities in Maryland and Virginia which are part of the Washington, D. C. Standard Metropolitan Statistical Area.

TABLE 5-2 -- FEDERAL EMPLOYMENT IN 75 SELECTED STANDARD METROPOLITAN STATISTICAL AREAS BY MINORITY GROUP STATUS, NOVEMBER 30, 1969

Selected Standard Metropolitan Statistical Areas	Total, All Employment	Minority Group Employment					All Other
		Total	Negro	Spanish Surnamed	American Indian	Oriental	
Total, 75 Selected Standard Metropolitan Statistical Areas....	1,666,898	411,643	338,510	53,296	4,681	15,176	1,255,255
Washington, D.C.-Maryland-Virginia.....	288,490	80,160	76,981	1,318	412	1,439	208,330
San Francisco-Oakland, California.....	88,843	28,940	18,990	3,164	333	6,453	59,903
Philadelphia, Pennsylvania-New Jersey...	84,177	22,767	22,329	297	22	119	61,410
Chicago, Illinois.....	73,024	31,227	30,127	670	58	372	41,797
Los Angeles-Long Beach, California.....	65,671	22,213	16,355	3,993	240	1,625	43,458
New York, New York.....	113,294	35,014	28,995	5,864	50	405	78,280
Baltimore, Maryland.....	46,911	12,054	11,824	109	24	97	34,857
Boston, Massachusetts.....	43,413	2,244	2,028	88	16	112	41,169
San Antonio, Texas.....	40,616	19,035	2,828	16,116	35	56	21,581
St. Louis, Missouri-Illinois.....	34,927	8,086	7,901	109	18	58	26,841
Norfolk-Portsmouth, Virginia.....	34,361	9,022	8,932	37	6	47	25,339
Detroit, Michigan.....	29,543	10,234	10,026	104	40	64	19,309
Atlanta, Georgia.....	25,668	6,486	6,403	59	17	7	19,182
Denver, Colorado.....	23,637	4,026	2,074	1,441	91	200	19,611
Kansas City, Missouri-Kansas.....	21,826	4,384	4,085	227	25	47	17,442
Newark, New Jersey.....	21,742	3,928	3,721	143	7	57	17,814
Cleveland, Ohio.....	20,870	6,790	6,707	36	9	38	14,080
Macon, Georgia.....	18,582	2,636	2,604	24	2	6	15,946
Huntsville, Alabama.....	17,630	525	480	22	6	17	17,105
Pittsburgh, Pennsylvania.....	17,232	2,753	2,716	19	7	11	14,479
Indianapolis, Indiana.....	17,062	4,434	4,396	19	2	17	12,628
Houston, Texas.....	16,295	4,674	3,678	939	26	31	11,621
Newsport News-Hampton, Virginia.....	15,570	3,034	3,001	20	3	10	12,536
Charleston, South Carolina.....	15,193	2,752	2,709	30	2	11	12,441
Cincinnati, Ohio-Kentucky-Indiana.....	13,590	2,936	2,906	9	4	17	10,654
Dallas, Texas.....	12,917	2,479	2,049	324	28	8	10,438
New Orleans, Louisiana.....	12,451	3,848	3,708	114	5	21	8,603
Memphis, Tennessee-Arkansas.....	12,018	3,860	3,833	16	4	7	8,158
Jacksonville, Florida.....	10,819	1,661	1,592	41	20	8	9,158
Louisville, Kentucky-Indiana.....	10,306	1,470	1,452	8	...	10	8,836
Miami, Florida.....	9,680	1,744	1,250	454	17	23	7,936
Fort Worth, Texas.....	8,821	890	589	246	35	20	7,931
Birmingham, Alabama.....	6,223	1,282	1,273	6	1	2	4,941
Nashville, Tennessee.....	6,041	801	783	9	2	3	5,240
Little Rock-North Little Rock, Arkansas.	5,764	841	817	12	8	4	4,923
Columbia, South Carolina.....	5,325	1,182	1,158	11	6	5	4,143
Montgomery, Alabama.....	4,850	682	662	10	1	7	4,168
Greensboro-Winston-Salem-High Point, North Carolina.....	3,168	957	951	4	1	1	2,211
Jackson, Mississippi.....	2,977	350	347	1	0	2	2,585
Mobile, Alabama.....	2,198	308	303	4	1	...	1,884
Raleigh, North Carolina.....	1,942	222	214	4	3	1	1,720
Total, 41 Selected Standard Metropolitan Statistical Areas.....	(1,303,661)	(362,549)	(335,427)	(26,051)	(1,630)	(11,439)	(929,112)

TABLE 5-2-- FEDERAL EMPLOYMENT IN 75 SELECTED STANDARD METROPOLITAN STATISTICAL AREAS BY MINORITY GROUP STATUS, NOVEMBER 30, 1969 -- Continued

Selected Standard Metropolitan Statistical Areas	Total, All Employment	Minority Group Employment					All Other
		Total	Negro	Spanish Surnamed	American Indian	Oriental	
Oklahoma City, Oklahoma	33,411	4,063	2,767	203	1,075	18	29,348
San Diego, California	29,986	5,125	2,354	1,820	123	828	24,861
Sacramento, California	28,919	4,396	2,131	1,264	114	887	24,523
Dayton, Ohio	26,593	5,407	5,311	41	7	48	21,186
Salt Lake City, Utah	23,457	1,286	255	768	49	214	22,171
Seattle-Everett, Washington	15,497	1,883	1,094	70	110	609	13,614
San Bernadino-Riverside-Ontario, California	14,120	2,715	829	1,654	166	66	11,405
Portland, Oregon-Washington	12,964	723	442	42	63	176	12,241
Columbus, Ohio	11,479	3,331	3,302	18	1	10	8,148
Milwaukee, Wisconsin	10,363	1,177	1,088	55	16	18	9,186
Pensacola, Florida	9,036	1,041	972	40	23	6	7,995
Buffalo, New York	8,941	878	841	22	8	7	8,063
Phoenix, Arizona	8,879	1,237	258	640	300	39	7,642
Harrisburg, Pennsylvania	8,574	839	812	12	...	15	7,735
Albuquerque, New Mexico	8,540	3,402	108	2,515	762	17	5,138
San Jose, California	8,475	1,563	549	602	37	375	6,912
Richmond, Virginia	8,265	2,863	2,839	10	3	11	5,402
Tacoma, Washington	8,193	804	555	58	46	145	7,389
El Paso, Texas	7,614	3,607	239	3,311	12	45	4,007
Ogden, Utah	7,079	439	106	254	19	60	6,640
Omaha, Nebraska-Iowa	7,077	654	566	60	14	14	6,423
Corpus Christi, Texas	6,880	2,567	217	2,343	5	2	4,313
Tampa-St. Petersburg, Florida	6,550	672	310	354	7	1	5,878
Columbus, Georgia-Alabama	6,067	1,497	1,452	32	1	12	4,570
Augusta, Georgia-South Carolina	6,056	1,318	1,294	12	3	9	4,738
Biloxi-Gulfport, Mississippi	5,632	671	651	15	3	2	4,961
Jersey City, New Jersey	5,551	1,304	1,156	144	1	3	4,247
Austin, Texas	5,303	891	381	495	9	6	4,412
Providence-Pawtucket-Warrick, Rhode Island-Massachusetts	4,911	182	167	7	1	7	4,729
Hartford, Connecticut	4,875	499	482	13	1	3	4,376
Wilmington, Delaware-New Jersey, Maryland	4,515	830	806	14	...	10	3,685
Wichita, Kansas	3,602	340	257	57	17	9	3,262
Fresno, California	2,946	495	121	285	25	64	2,451
Shreveport, Louisiana	2,887	395	377	15	2	1	2,492
Total, 34 Selected Standard Metropolitan Statistical Areas	(363,237)	(59,094)	(35,089)	(17,245)	(3,023)	(3,737)	(304,143)

TABLE 5-3 -- TOTAL AND MINORITY EMPLOYMENT IN 41 SELECTED STANDARD METROPOLITAN STATISTICAL AREAS, NOVEMBER 30, 1967 AND 1969

Selected Standard Metropolitan Statistical Area	Total All Employment		Minority Employment			
			1969		1967	
	1969	1967	Number	Percent	Number	Percent
Total, Selected Standard Metropolitan Statistical Area.....	1,303,661	1,320,059	352,549	27.04	347,962	26.36
Atlanta, Georgia.....	25,668	25,139	6,486	25.27	5,771	22.96
Baltimore, Maryland.....	46,911	47,967	12,054	25.70	12,507	26.07
Birmingham, Alabama.....	6,223	6,400	1,282	20.60	980	15.31
Boston, Massachusetts.....	43,413	44,059	2,244	5.17	2,243	5.09
Charleston, South Carolina.....	15,193	16,046	2,752	18.11	2,742	17.09
Chicago, Illinois.....	73,024	66,970	31,227	42.76	28,956	43.24
Cincinnati, Ohio-Kentucky-Indiana.....	13,590	14,076	2,936	21.60	3,180	22.59
Cleveland, Ohio.....	20,870	21,544	6,790	32.53	6,914	32.09
Columbia, South Carolina.....	5,325	5,178	1,180	22.16	1,207	23.31
Dalias, Texas.....	12,917	11,688	2,479	19.19	1,914	16.38
Denver, Colorado.....	23,637	24,868	4,026	17.03	4,208	16.92
Detroit, Michigan.....	29,543	32,160	10,234	34.64	10,111	31.44
Fort Worth, Texas.....	8,821	8,509	890	10.09	691	8.12
Greensboro-Winston-Salem-High Point, North Carolina.....	3,168	2,241	557	17.58	454	20.26
Houston, Texas.....	16,295	15,799	4,674	28.68	4,256	26.94
Huntsville, Alabama.....	17,630	18,063	525	2.98	627	3.47
Indianapolis, Indiana.....	17,062	17,369	4,434	25.99	4,702	27.07
Jackson, Mississippi.....	2,977	2,833	392	13.17	376	13.27
Jacksonville, Florida.....	10,819	9,976	1,661	15.35	1,610	16.14
Kansas City, Missouri-Kansas.....	21,826	19,947	4,384	20.09	3,791	19.01
Little Rock-North Little Rock, Arkansas.	5,764	4,982	841	14.59	826	16.58
Los Angeles-Long Beach, California.....	65,671	68,206	22,213	33.82	21,130	30.98
Louisville, Kentucky-Indiana.....	10,306	9,747	1,470	14.26	1,417	14.54
Macon, Georgia.....	18,582	19,546	2,636	14.19	2,410	12.33
Memphis, Tennessee-Arkansas.....	12,018	11,513	3,860	32.12	3,714	32.26
Miami, Florida.....	9,680	8,996	1,744	18.02	1,328	14.76
Mobile, Alabama.....	2,192	4,818	308	14.05	762	15.82
Montgomery, Alabama.....	4,690	4,283	660	14.07	684	15.97
Nashville, Tennessee.....	6,041	5,683	801	13.26	755	13.29
New Orleans, Louisiana.....	12,651	12,617	3,848	30.42	3,769	29.87
Newark, New Jersey.....	21,742	24,229	3,928	18.07	3,941	16.27
Newport News-Hampton, Virginia.....	15,570	13,824	3,034	19.49	2,938	21.25
New York, New York.....	113,254	122,498	35,014	30.92	36,984	30.19
Norfolk-Portsmouth, Virginia.....	34,361	37,234	9,022	26.26	9,486	25.48
Philadelphia, Pennsylvania-New Jersey...	84,177	84,466	22,767	27.05	23,115	27.37
Pittsburgh, Pennsylvania.....	17,232	17,395	2,753	15.98	2,882	16.57
Raleigh, North Carolina.....	1,942	1,477	222	11.43	174	11.78
St. Louis, Missouri-Illinois.....	34,927	32,660	8,086	23.15	7,811	23.92
San Antonio, Texas.....	40,616	40,489	19,035	46.87	18,210	44.98
San Francisco-Oakland, California.....	88,843	93,479	28,940	32.57	30,838	32.99
Washington, D.C.-Maryland-Virginia.....	288,490	291,085	80,160	27.79	77,548	26.64

TABLE 5-4 -- GENERAL SCHEDULE SALARY RATES IN EFFECT PRIOR TO, AND AS OF DECEMBER 28, 1969

GENERAL SCHEDULE-BASIC PER ANNUM RATES

(Top Line in each grade=RATE EFFECTIVE Dec 28, 1969)

(Second Line in each grade=RATE EFFECTIVE July 13, 1969)

GRADE	PER ANNUM RATES AND STEPS										STEP INCREASE
	1	2	3	4	5	6	7	8	9	10	
GS-1	**$4,125** *3,889*	**$4,262** *4,019*	**$4,399** *4,149*	**$4,536** *4,279*	**$4,673** *4,408*	**$4,810** *4,538*	**$4,947** *4,668*	**$5,084** *4,798*	**$5,221** *4,928*	**$5,358** *5,057*	**$137** *129-130*
GS-2	**4,621** *4,360*	**4,775** *4,505*	**4,929** *4,650*	**5,083** *4,795*	**5,237** *4,940*	**5,391** *5,085*	**5,545** *5,230*	**5,699** *5,375*	**5,853** *5,520*	**6,007** *5,665*	**$154** *$145*
GS-3	**5,212** *4,917*	**5,386** *5,081*	**5,560** *5,245*	**5,734** *5,409*	**5,908** *5,573*	**6,082** *5,737*	**6,256** *5,901*	**6,430** *6,065*	**6,604** *6,229*	**6,778** *6,393*	**$174** *$164*
GS-4	**5,853** *5,522*	**6,048** *5,706*	**6,243** *5,890*	**6,438** *6,074*	**6,633** *6,258*	**6,828** *6,442*	**7,023** *6,626*	**7,218** *6,810*	**7,413** *6,994*	**7,608** *7,178*	**$195** *$184*
GS-5	**6,548** *6,176*	**6,766** *6,382*	**6,984** *6,588*	**7,202** *6,794*	**7,420** *7,000*	**7,638** *7,206*	**7,856** *7,412*	**8,074** *7,618*	**8,292** *7,824*	**8,510** *8,030*	**$218** *$206*
GS-6	**7,294** *6,882*	**7,537** *7,111*	**7,780** *7,340*	**8,023** *7,569*	**8,266** *7,798*	**8,509** *8,027*	**8,752** *8,256*	**8,995** *8,485*	**9,238** *8,714*	**9,481** *8,943*	**$243** *$229*
GS-7	**8,098** *7,639*	**8,368** *7,894*	**8,638** *8,149*	**8,908** *8,404*	**9,178** *8,659*	**9,448** *8,914*	**9,718** *9,169*	**9,988** *9,424*	**10,258** *9,679*	**10,528** *9,934*	**$270** *$255*
GS-8	**8,956** *8,449*	**9,255** *8,731*	**9,554** *9,013*	**9,853** *9,295*	**10,152** *9,577*	**10,451** *9,859*	**10,750** *10,141*	**11,049** *10,423*	**11,348** *10,705*	**11,647** *10,987*	**$299** *$282*
GS-9	**9,881** *9,320*	**10,210** *9,631*	**10,539** *9,942*	**10,868** *10,253*	**11,197** *10,564*	**11,526** *10,875*	**11,855** *11,186*	**12,184** *11,497*	**12,513** *11,808*	**12,842** *12,119*	**$329** *$311*
GS-10	**10,869** *10,252*	**11,231** *10,594*	**11,593** *10,936*	**11,955** *11,278*	**12,317** *11,620*	**12,679** *11,962*	**13,041** *12,304*	**13,403** *12,646*	**13,765** *12,988*	**14,127** *13,330*	**$362** *$342*
GS-11	**11,905** *11,233*	**12,302** *11,607*	**12,699** *11,981*	**13,096** *12,355*	**13,493** *12,729*	**13,890** *13,103*	**14,287** *13,477*	**14,684** *13,851*	**15,081** *14,225*	**15,478** *14,599*	**$397** *$374*
GS-12	**14,192** *13,389*	**14,665** *13,835*	**15,138** *14,281*	**15,611** *14,727*	**16,084** *15,173*	**16,557** *15,619*	**17,030** *16,065*	**17,503** *16,511*	**17,976** *16,957*	**18,449** *17,403*	**$473** *$446*
GS-13	**16,760** *15,812*	**17,319** *16,339*	**17,878** *16,866*	**18,437** *17,393*	**18,996** *17,920*	**19,555** *18,447*	**20,114** *18,974*	**20,673** *19,501*	**21,232** *20,028*	**21,791** *20,555*	**$559** *$527*
GS-14	**19,643** *18,531*	**20,298** *19,149*	**20,953** *19,767*	**21,608** *20,385*	**22,263** *21,003*	**22,918** *21,621*	**23,573** *22,239*	**24,228** *22,857*	**24,883** *23,475*	**25,538** *24,093*	**$655** *$618*
GS-15	**22,885** *21,589*	**23,648** *22,309*	**24,411** *23,029*	**25,174** *23,749*	**25,937** *24,469*	**26,700** *25,189*	**27,463** *25,909*	**28,226** *26,629*	**28,989** *27,349*	**29,752** *28,069*	**$763** *$720*
GS-16	**26,547** *25,044*	**27,432** *25,879*	**28,317** *26,714*	**29,202** *27,549*	**30,087** *28,384*	**30,972** *29,219*	**31,857** *30,054*	**32,742** *30,889*	**33,627** *31,724*	…… ……	**$885** *$835*
GS-17	**30,714** *28,976*	**31,738** *29,942*	**32,762** *30,908*	**33,786** *31,874*	**34,810** *32,840*	…… ……	…… ……	…… ……	…… ……	…… ……	**$1,024** *$966*
GS-18	**35,505** *33,495*	…… ……	…… ……	…… ……	…… ……	…… ……	…… ……	…… ……	…… ……	…… ……	

TABLE 5-5 -- POSTAL FIELD SERVICE SALARY RATES IN EFFECT PRIOR TO, AND AS OF DECEMBER 27, 1969

POSTAL FIELD SERVICE SCHEDULE OF ANNUAL SALARY RATES

(Top Line in each level=RATE EFFECTIVE Dec 27, 1969 Second Line in each level=RATE EFFECTIVE July 12, 1969.

LEVEL	PER ANNUM RATES AND STEPS												STEP INCREASE
	1	2	3	4	5	6	7	8	9	10	11	12	
PFS-1	$4,794 4,522	$4,954 4,673	$5,114 4,824	$5,274 4,975	$5,434 5,126	$5,594 5,277	$5,754 5,428	$5,914 5,579	$6,074 5,730	$6,234 5,881	$6,394 6,032	$6,554 6,183	$160 151
PFS-2	5,182 4,889	5,355 5,052	5,528 5,215	5,701 5,378	5,874 5,541	6,047 5,704	6,220 5,867	6,393 6,030	6,566 6,193	6,739 6,356	6,912 6,519	7,085 6,682	173 163
PFS-3	5,602 5,286	5,789 5,462	5,976 5,638	6,163 5,814	6,350 5,990	6,537 6,166	6,724 6,342	6,911 6,518	7,098 6,694	7,285 6,870	7,472 7,046	7,659 7,222	187 176
PFS-4	6,056 5,715	6,258 5,905	6,460 6,095	6,662 6,285	6,864 6,475	7,066 6,665	7,268 6,855	7,470 7,045	7,672 7,235	7,874 7,425	8,076 7,615	8,278 7,805	202 190
PFS-5	6,548 6,176	6,766 6,382	6,984 6,588	7,202 6,794	7,420 7,000	7,638 7,206	7,856 7,412	8,074 7,618	8,292 7,824	8,510 8,030	8,728 8,236	8,946 8,442	218 206
PFS-6	7,077 6,675	7,313 6,898	7,549 7,121	7,785 7,344	8,021 7,567	8,257 7,790	8,493 8,013	8,729 8,236	8,965 8,459	9,201 8,682	9,437 8,905	9,673 9,128	236 223
PFS-7	7,650 7,216	7,905 7,457	8,160 7,698	8,415 7,939	8,670 8,180	8,925 8,421	9,180 8,662	9,435 8,903	9,690 9,144	9,945 9,385	10,200 9,626	10,455 9,867	255 241
PFS-8	8,269 7,802	8,545 8,062	8,821 8,322	9,097 8,582	9,373 8,842	9,649 9,102	9,925 9,362	10,201 9,622	10,477 9,882	10,753 10,142	11,029 10,402	.....	276 260
PFS-9	8,940 8,434	9,238 8,715	9,536 8,996	9,834 9,277	10,132 9,558	10,430 9,839	10,728 10,120	11,026 10,401	11,324 10,682	11,622 10,963	.....	.....	298 281
PFS-10	9,645 9,101	9,967 9,404	10,289 9,707	10,611 10,010	10,933 10,313	11,255 10,616	11,577 10,919	11,899 11,222	12,221 11,525	12,543 11,828	.....	.....	322 303
PFS-11	10,717 10,110	11,074 10,447	11,431 10,784	11,788 11,121	12,145 11,458	12,502 11,795	12,859 12,132	13,216 12,469	13,573 12,806	13,930 13,143	.....	.....	357 337
PFS-12	11,905 11,233	12,302 11,607	12,699 11,981	13,096 12,355	13,493 12,729	13,890 13,103	14,287 13,477	14,684 13,851	15,081 14,225	15,478 14,599	.....	.....	397 374
PFS-13	13,227 12,478	13,668 12,894	14,109 13,310	14,550 13,726	14,991 14,142	15,432 14,558	15,873 14,974	16,314 15,390	16,755 15,806	17,196 16,222	.....	.....	441 416
PFS-14	14,695 13,864	15,185 14,326	15,675 14,788	16,165 15,250	16,655 15,712	17,145 16,174	17,635 16,636	18,125 17,098	18,615 17,560	19,105 18,022	.....	.....	490 462
PFS-15	16,328 15,404	16,872 15,917	17,416 16,430	17,960 16,943	18,504 17,456	19,048 17,969	19,592 18,482	20,136 18,995	20,680 19,508	21,224 20,021	.....	.....	544 513
PFS-16	18,138 17,114	18,743 17,684	19,348 18,254	19,953 18,824	20,558 19,394	21,163 19,964	21,768 20,534	22,373 21,104	22,978 21,674	23,583 22,244	.....	.....	605 570
PFS-17	20,152 19,011	20,824 19,645	21,496 20,279	22,168 20,913	22,840 21,547	23,512 22,181	24,184 22,815	24,856 23,449	25,528 24,083	26,200 24,717	.....	.....	672 634
PFS-18	22,390 21,122	23,136 21,826	23,882 22,530	24,628 23,234	25,374 23,938	26,120 24,642	26,866 25,346	27,612 26,050	28,358 26,754	29,104 27,458	.....	.....	746 704
PFS-19	24,875 23,467	25,704 24,249	26,533 25,031	27,362 25,813	28,191 26,595	29,020 27,377	29,849 28,159	30,678 28,941	31,507 29,723	32,336 30,505	.....	.....	829 782
PFS-20	27,636 26,071	28,557 26,940	29,478 27,809	30,399 28,678	31,320 29,547	32,241 30,416	33,162 31,285	34,083 32,154	.....	.....	.....	.....	921 869
PFS-21	30,714 28,976	31,738 29,942	32,762 30,908	33,786 31,874	34,810 32,840	.....	.....	.....	.....	.....	.....	.....	1,024 966

U. S. GOVERNMENT PRINTING OFFICE : 1970 O - 397-650

1969 Highlights

Significant Program Changes Since 1967

Summary and Analysis of 1969 Survey Findings

Appendix 1

Appendix 2

Appendix 3

Appendix 4

Appendix 5

MARGIN INDEX

To use, bend book in half and follow margin index to page with black edge marker.